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Between 1962 and 1970, the corporate share of all federal and provincial income tax revenue fell by roughly 38 per cent, whereas the individual share of federal income tax revenue increased by more than 23 per cent. Between 1962 and 1970, the corporate share of provincial income tax fell by more than 60 per cent, whereas the individual share increased by roughly 83 per cent . . . Corporations have not only shifted the burden of taxation to wage earners; the taxation system for individuals is inherently regressive. See: The Fiscal Crisis and the Public Employee, by Richard Deaton, p. 566.

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News briefs

■ **Company-sponsored dental care may become a bargaining point in upcoming collective agreements.** Already the United Steelworkers of America and the United Auto Workers have secured dental benefits for Canadian workers wherein the employers pay 100 per cent of the premiums. In most previous plans, there has been a $25 deductible clause for the employee, plus another $25 deductible clause for his wife and children combined.

International Nickel Company of Canada recently reached an agreement with the Steelworkers that will see Inco pay $2 million a year in premiums for 25,000 employees. The Steelworkers concluded a similar agreement with the Steel Company of Canada and Algoma Steel Corporation.

Benefits generally include fillings, cleaning and scaling, X-rays, extractions, emergency treatment, and consultations. Denture plates, crowns, bridges, and orthodontic treatment are not provided for under most present agreements.

■ **An amendment to make strikers' families ineligible to receive food stamps was defeated** 199 to 180 by the U.S. House of Representatives. Although it was argued by some representatives that granting food stamps to strikers prolonged strikes and is an "unfair" use of taxpayers' money, the amendment was defeated on the basis that it was discriminatory and changed eligibility standards only for those who are on strike. A similar amendment was defeated by Congress last year.

■ **W. Donald Wood, Professor of Economics and Director of the Industrial Relations Centre at Queen's University, Kingston, has been appointed acting chairman of the Ontario Economic Council.** A member of the council since 1965; Dr. Wood will serve as acting chairman until the end of the year. Dr. Wood has degrees from McMaster, Queen's, and Princeton universities and has wide experience in government, academic and private industry. He has also served on a number of Royal Commissions and public advisory bodies.

■ Technology and its social effects was one of the
jects dealt with in resolutions passed at the 57th I
national Labour Conference. Speakers from 119 n
ber countries took part in a general debate on Dire
General Wilfred Jenk's report **Technology for Free
Man in his Environment,** dealing with the effec
technological progress and calling for a world polic
technology. Policy guidelines to temper the advers
cial effects of technology were adopted by delegates

Resolutions were passed in four major problem a
Welcoming the recent UN Conference on the Env
ment, the ILO pledged support "to any concerted v
campaign for the protection and enhancement o
human environment." Support was also expresse
the ILO Program for Industrial Activities. All go
ments, as well as employers' and workers' organizat
were urged to ensure equal treatment and rights fo
grant workers; equality of treatment and opport
for women was also endorsed. Finally, the right to
determination and civil and trade union liberties
people in the Portuguese colonies of Angola, Mo
bique and Guinea was advocated.

Bangladesh was admitted as the 123rd ILO mem
and a draft amendment to increase the size of the
Governing Body from 48 to 56 was approved. Fu
draft conventions and recommendations to guid
bour policy in the docks and abolish child labour
passed. These will be presented at next year's co
ence for final decision. Labour Minister M
O'Connell and Saskatchewan Labour Minister Go
Snyder were among the Canadian delegates to
conference.

■ **The Manitoba Department of Labour now h
Women's Bureau and a Director.** She is Mary Eac
Winnipeg, a former union magazine editor with a
history of union activity. The programs that Mrs.
is now in the process of developing use as guide
provincial legislation on employment standards
employees' rights. Although she does not see the
reau's job as organizing women, she hopes, throu
variety of programs, to make women in the pro
aware of the possibilities to choose and initiate or
zation. High on her list of priorities is the establish
of education programs for women, for employers
for union groups—programs she would like to see e
tually redesigned to be used in classrooms to co
some of the unconscious stereotyping in schools.
Bureau deals primarily with women's employ
problems and the integration of women into
workforce.

owak DeWitt Boyer Brunelle

The Labour College of Canada has received a grant $20,000 for the 1972-73 season from the Canada Department of Labour, an increase of $5,000 over the amount received last year. The gift covers the amount of ,500 needed for three scholarships and the remainder l be used at the discretion of the college.

is year's winners are Josette Boyer, Office and Professional Employees' International Union, Local 57, Québec; François Brunelle, United Transportation Union, Local 1456, Québec; and Manfred Nowak, Canadian Food and Allied Workers, Local 740, Alberta. Each nner had to go through a special selection process at included an interview by a university professor.

en DeWitt, Director of the Labour-Management Consultation Branch of the Canada Department of Labour, presented labour minister Martin O'Connell at the esentation ceremonies in Montreal.

oney from the scholarships goes to defray expenses curred by students during the 8-week course in Montal. Student expenses amount to $772 for books, tuion, residence fees and meals. The remainder of the ,500 scholarship helps replace income lost while atnding the college, though additional financial aid often comes from the students' local.

■ An American Management Association survey has found that **most companies that have experimented with the compressed workweek are continuing it.** Only 8 per cent of the companies that have tried the shortened workweek report the trial as a failure, and poor planning and poor management are blamed for most of these failures, rather than the concept of the shorter workweek itself.

Of the 143 four-day companies polled, 38 per cent noted decreased costs, while 11 per cent had higher costs. Production increased for 62 per cent of the companies and declined for only 3 per cent. One quarter of the companies still have problems scheduling worktime, but two thirds of the firms increased their efficiency and only 3 per cent noted a decline.

Service and retail employers, notably hospitals, insurance companies and municipalities, are moving most quickly towards a shortened workweek. There has also been more freedom in non-union sectors to experiment with the shortened workweek because organized labour has advocated the shorter week with retention of the 8-hour day.

■ **Service costs will continue to rise faster than the Canadian consumer price index,** according to interviews conducted by **The Financial Post.** Since 1961 the price of services, except for shelter, has gone up 62 per cent as compared with a 38 per cent rise in overall consumer prices, and the trend is expected to continue.

First, increasing burglaries and thefts combined with higher building repair costs are expected to keep householders' insurance policy premiums rising. The present rates are up by an average of 15 per cent across Canada. Second, electricity prices have begun a sharp increase that is likely to continue, according to knowledgeable sources in the industry. Ontario Hydro has raise rates by 8 per cent and Hydro Quebec is expected t ply soon for a consumer rate raise of at least 6 per Third, costs of medical and health services will likel crease in the future due to demands for higher wage paramedical workers and non-medical worker hospitals.

In addition to these three main areas, costs for l dering, hotel rooms, hairdressing, bank loans, taxi f and even alcoholic beverages are expected to cont rising faster than the consumer price index.

50 years ago

■ The Government of Switzerland presented a site on the lakefront in the heart of Geneva, and **the Assembly of the League of Nations voted the necessary credit for the cost of erecting a building to house the International Labour Office.** At the fourteenth session of the Governing Body, a vote of thanks was passed to the Swiss Government for the offer of the site, and it was decided that a subcommittee of the Budget Committee should deal with all building questions. The Committee of the Assembly of the League of Nations, which had this matter in hand, proposed that each member of the League of Nations should contribute to the construction of the building by sending—in agreement with the architect—building material, ornaments and works of art representing the purest specimens of its national products. The representative of the Japanese Government stated that his Government would no doubt contribute toward the decoration of the new office in a manner worthy both of Japan and of the International Labour Office. It was suggested that this might become the first of a series of similar offers on the parts of the various government members of the ILO (Canada presented a set of doors valued at $4,000.)

The question of slavery was raised by Sir Arthur S Maitland, member of the New Zealand delegatio the League, who said there was reason to believe t had been a recent revival. The Assembly decided the question of slavery should be included in agenda of the Fourth Assembly and requested Council to obtain all practical information and pre a report on the subject.

The Advisory Committee on the Traffic in Opium mitted a detailed report and the Assembly decide urge all governments to adopt the import and ex certificate system without delay; it proposed that Advisory Committee should examine whether it w be advisable to ask governments to issue licences fo import of opium and other dangerous drugs only f countries which had ratified the Opium Convention adopted import and export certification. **The Asse made a further appeal to national governments for i mation on the quantity of opium and other drug quired by each country** for internal consumption, recommended that the enquiry into legitimate nee the whole world should be pressed forward as muc possible.

In a review of industrial disputes, brief references ve made to the more important strikes. One industrial se that was considered worthy of mention was a strike 25 feather pluckers in poultry houses in Toronto. The ke revolved around a reduction in pay of 1 cent per il; the prevailing rate had been 5½ cents per bird. Af- a three-day strike, work was resumed at the reduced e. In the street and electric railways transportation tor, a strike of 21 motormen and conductors at Niag- Falls over union recognition was still unresolved af- four months.

The Vancouver Laundrymen's Association made a nplaint before the City Police Commission regarding unfair competition to which their industry was sub- ted through the non-observance by Chinese laun- men of the requirements of the Provincial Factory t. It was alleged that, although the Act prohibited ht work and limited the working week to 48 hours, inese laundrymen worked, in some cases, up to 100 urs a week, and did not observe Sundays and holidays.

Labour problems were a particularly common urce of trouble in Australia, where there had been satisfaction for some time with prevention methods. e Premier of South Australia, who had roused the stility of labour, stated that Australia was "the home strikes." **The system of compulsory industrial arbi- tion he denounced as "the chief cause of the indus- al chaos into which Australia was drifting"** and con- mned it as "cumbersome, uneconomic, slow, and stly," breeding strikes and the bitterest class hatred. It as proposed that the compulsory Arbitration Com- ttee be abolished and a system of voluntary conciliation be introduced. With this object in view, a leaf was borrowed from Canada's book and legislation along the lines of what is known in Canada as the Lemieux Act was brought forward. There can be no question of the success of the Canadian measure. Out of a total of 558 applications made for Boards of Conciliation during the 15 years the Act had been in force, there were only 34 cases in which strikes were not averted. Whether this machinery was to be equally successful under Australian labour conditions remained to be seen. There seemed to be a good deal of doubt about it in South Australia, and the fate of the government measure was now to be watched with some anxiety.

■ **At the British Trades Union Congress held at Portsmouth in September 1920, a resolution was passed demanding that each industry should be made responsible for its unemployed workers,** assuring them an income while out of work of 85 per cent of their regular wages.

An inquiry among the trade unions as to whether they were in favour of unemployment insurance by industries was conducted by the National Joint Council—representing the General Council of the Trades Union Congress, the executive committee of the Labour Party, and the Parliamentary Labour Party. The results of the enquiry, published in a pamphlet titled "Unemployment Insurance by Industry," showed that opinions were divided on this question; 43 unions with a membership of 1,252,000 declared themselves in favour of unemployment insurance by industry, 21 unions with 2,670,000 members were opposed to it, and 17 unions with 978,900 members were non-committal.

The fiscal crisis and the public employee

Part 2

by Richard Deaton

What is the "fiscal crisis"? What are its origins? How is it related to the development of the public sector? How does it affect the public employee?

The fiscal crisis is the outcome of the dichotomy in government expenditures and revenues—one form of the general conflict between public costs and expenditures, and private benefits, such as profit. In the last two decades, the conflict between all levels of government expenditure and income has intensified as a result of increasing social overhead and complementary investment expenditures, socializing (making public) the private costs of production and increasing public investment. As the state budget expands because of increasing economic integration and interdependence, there is a greater demand made upon the budget for revenues to meet corporate demands, with the result that government expenditures outstrip revenues. In the long run, this will have profound social importance for all workers, and will influence wages and wage determination processes for public employees in particular.

he adjacent data suggest, on the provincial and mu-pal levels of government, and on a consolidated s, total accumulative expenditures between 1950 1970 have exceeded total accumulative revenues. y on the federal level do revenues exceed expendi-s, resulting in all levels of government running a es of deficits, then going further in debt or raising tax rate.

fiscal crisis has become localized on the provincial municipal levels; it is at the federal level that the atest pressure is brought to bear, for it is the federal vernment that, in part, bails out the provincial and nicipal governments through its backing of debt ation and intergovernment transfer payments.

e Department of Urban Affairs, in a position paper, stated: "... cities are facing more and more diffi-ties in financing their growing expenditures ... most an areas faced with expenditures greater than rev-ues respond by borrowing or cutting back on public vices."

e cities have found themselves in a vicious cycle. ch new hike in the property tax drives businessmen d middle-class home-owners into the suburbs. To ntinue providing municipal services in the face of a ggish tax base, cities must keep pushing the tax rate en higher. In the words of Kenneth Fogarty, ex-ayor of Ottawa, "... the tax dollar on real estate can ovide only so much revenue, and we are coming dan-rously close to the maximum."

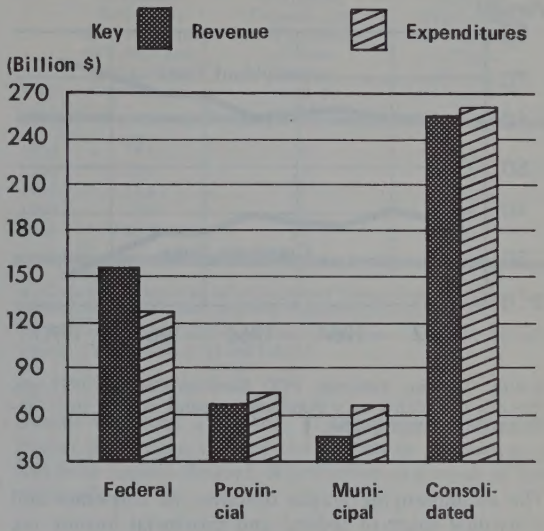
overnments, especially provincial and municipal, ve tried to cover their revenue needs through deficit ending and debt creation. Between 1950 and 1970 is led to a deteriorating budgetary situation.

scal Deficit or Surplus, by Level of Government, 950—1970

vel of Government	Number of Surpluses	Number of Deficits
deral	11	10
ovincial	8	13
unicipal	1	20
nsolidated	8	13

tal accumulative surpluses were $3.3 billion, total ac-mulative deficits were $5.6 billion, and the net total cumulative deficit was $2.3 billion.

Total Accumulative Government Revenues and Expenditures, by Level of Government, Excluding Intergovernment Transfer Payments, 1950—1970



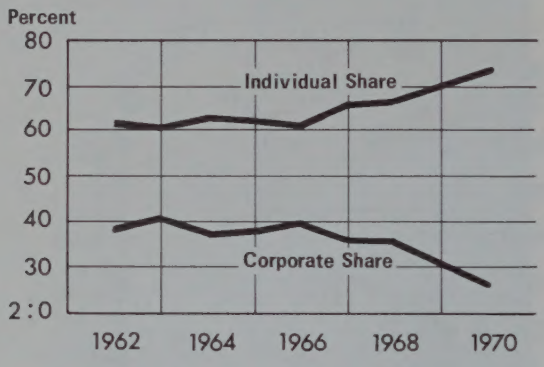
Source: Taxation Statistics, 1970, Statistics Canada, and National Income and Expenditure Accounts and Bank of Canada CANSIM series.

Through deficit financing, the various levels of government have had to go to the money market and have incurred a heavy increase in their debt structure. Between 1950 and 1968 the federal Government increased its debt, direct and indirect, by 136 per cent—provincial by 505 per cent and municipal by 511 per cent. The Keynesian economists' cliché that the public debt does not hurt because "we owe it to ourselves" misses the point: interest on debt devours tax dollars badly needed for other purposes. Debt service is now the third highest public expense; most of the money goes to the banks that are the major buyers of the bonds that governments, at all levels, sell to cover their deficits.

The origins of the fiscal crisis and the conflict between revenues and expenditures are rooted in the tax structures and revenue; taxes are revenue, for in the field of public finance and fiscal policy, revenues determine expenditures. Thus, government revenue is dependent on the tax rate and tax base.

The level of government expenditures is limited by the level of incoming revenues, based on the existent tax rates and share of income tax revenue paid by corporations and individuals.

Corporate and Individual Shares of Federal Income Tax Revenue, 1962—1970



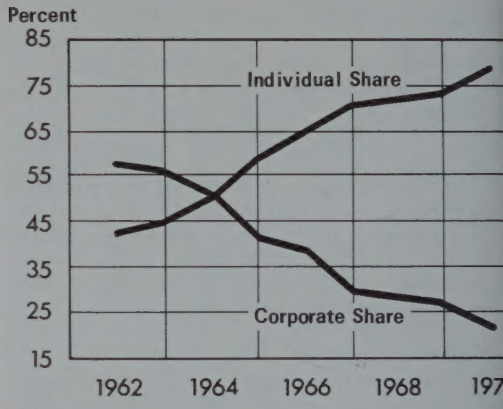
Source: Taxation Statistics, 1970, Statistics Canada, 1971, pp. 164-165. Calculated on a National Accounts accrual basis. Includes Ontario and Quebec.

The accompanying graphs describe the corporate and individual share of federal and provincial income tax revenue. Between 1962 and 1970, the corporate share of all federal income tax revenue fell by roughly 38 per cent, whereas the individual share of federal income tax revenue increased by more than 23 per cent. Between 1962 and 1970, the corporate share of provincial income tax fell by more than 60 per cent, whereas the individual share increased by roughly 83 per cent.

Thus, it can be seen that corporations have been more than successful in shifting the burden of increased taxation and revenue generation to wage earners. It should be noted that, on the federal level, the sharp decline in corporations' revenues, two years before profit levels peaked in 1968, is not merely a result of economic slowdown, inflation or demographic shifts. The optimistic predictions by economists that the new capital gains tax will generate about 10 times as much revenue in 1985 as it does now is dependent on the state of the economy. When profits are high, so are corporate tax revenues. With the economy beset by "stagflation," the situation is by no means clear or optimistic.

Corporations have not only shifted the burden of taxation to wage earners; the taxation system for individuals is inherently regressive. That is, people in the lower income brackets pay proportionately more of their income in taxes than do people in the higher income brackets.

Corporate and Individual Share of all Provincial Income Tax Revenue, 1962—1970



Source: Taxation Statistics, 1970, Statistics Canada, 1971 164-165. Calculated on a National Accounts accrual basis cludes Ontario and Quebec.

Total Tax Incidence for the Tax Structure, 1961

Income	Total Taxes as a Percentage of Income	Percentag of Populati
Less than $2,000	60.0	20.6
$2,000—2,999	32.9	11.7
$3,000—3,999	32.2	13.5
$4,000—4,999	30.5	14.9
$5,000—6,999	32.8	22.0
$7,000—9,999	34.2	12.1
$10,000 and up	38.4	5.3

Source: Poverty in Canada. A Report of the Special Senate Comm Ottawa, 1971, p. 15. J. R. Podoluk, Incomes of Canadians, Statistics ada, Ottawa, 1968, p. 247.

As is readily seen, **the burden, or incidence, of taxa is unfairly distributed.** Total taxes as a percentage o come for people falling in the $2,000 to $7,000 inc range are virtually equal—that is, the tax structu neutral. The incidence of taxation in the higher inc brackets is only slightly progressive, despite the u income group's having a greater ability to pay an ceiving a disproportionate share of income.

The capacity of corporations to shift the burden of t tion to the public has been made possible not onl the income tax system but through hidden and ind taxation at the provincial and municipal levels. Ne 50 to 60 per cent of a worker's total tax bill is a resu hidden taxes. According to the Economic Counc Canada, indirect taxes now account for about 15

ct of the GNP. There are, for example, more than 150 hidden taxes in the price of a loaf of bread. Most of the revenue generated by provinces and municipalities is through a regressive personal income or property tax structure, or through the use of regressive hidden or indirect taxes. By using hidden and indirect taxation, which is inherently regressive in nature, the burden of taxation falls most heavily on those who can least afford nor escape it—workers. That this situation has not changed over the past decade, and is perhaps worse, is indicated in the table below. The percentage of income paid in taxes by a worker is the same as that paid by someone in the $10,000 bracket, indicating a high degree of regressivity in the tax structure.

Estimate of Taxes (Income Taxes and Hidden Taxes) Paid by a Family of Four in Toronto, 1970

Annual income	$5,200	$10,400	$52,000
Weekly income	100	200	1,000
Total taxes	1,965	3,913	25,023
Per cent of annual income	37.8	37.6	48.1
After income tax	3,235	6,487	26,977

Source: Ontario Federation of Labour, **Facts and Figures**, February, 1971, p. 6.

Superficially, it would appear that the upper income group and corporations are taxed in a number of ways—by corporation income taxes, property taxes, personal income taxes and now a capital gains tax. In fact, corporate interests, for the most part, escape taxation.

Corporate managers completely shift the corporate income tax to consumers—workers—in the form of higher prices. Corporate taxes in the postwar years have tended to induce corporations to hide their real profit earnings by inflating depreciation allowances and other cost items.

When these factors are taken into consideration, we see that corporate savings (retained earnings plus depreciation) as a percentage of total value added by corporations in the post-World War II period is consistently higher than in the most prosperous prewar year of 1929. Corporate depreciation as a percentage of gross corporate profits has increased tremendously in the past 40 years. Since depreciation charges have increased markedly, even when taking into account expansion and justified replacement costs, net profits have been kept low, resulting in lower corporate tax rates. It

Corporate Profits in Relation to Other Magnitudes

Year	Corporate Savings (a) as a Percentage of Total Value Added by Corporations	Corporate Depreciation as a Percentage of Gross Corporate Profits (b)	Corporate Depreciation as a Percentage of Total Domestic Investments (b)
1929	14.6	36	15
1950	14.8	28	16
1955	17.6	45	22
1960	16.8	56	25
1968	16.3	51	22

(a) Corporate savings is equal to the sum of "retained earnings" plus "corporate depreciation," Department of National Revenue.
(b) National Income and Expenditure Accounts, 1926-1968, Statistics Canada, 1970. Table 8, p. 22 and Table A.

should be noted also that, in the postwar period, a higher proportion of total investment in the economy has been funded through depreciation as a result of fast write-offs.

These statistical indications support the contention that corporations today have as much profit under their control as they did in 1929, despite the fairly high rates of corporate income tax. Another tax concession for corporations is unpaid corporate income taxes.

Liability for Future Income Taxes, All Corporations

	1965	1966	1967	1968
			(millions of dollars)	
Reserve for future income taxes..	1,472	1,864	2,301	2,778

Source: Statistics Canada, Corporation Financial Statistics.

In effect, taxes on corporation profits of approximately $5.5 billion remained unpaid as at December 31, 1968. The amount of $2,778 million represents government loans to business for one specific purpose, to invest in plant and equipment. The loans carry no interest charge

whatever. It is tax relief extended principally to foreign-owned, capital-intensive industries such as mining, oil, and gas, and in manufacturing to the larger, capital-intensive firms.

Relationship Between Taxable Income as a Percentage of Profit and Foreign Ownership, 1968

Industry	Percentage Tax to Profit	Percentage of Non-resident Control
Metal mining	9	55
Oil and gas	12	69
Refineries	19	99
Other mining	32	51
Manufacturing	63	59
Electrical products	37	66
Transportation	33	27
Textile	47	25
Construction	65	15
Wholesale trade	87	28
Retail trade	90	21

Source: Calura, Report for 1968.

The adjacent table suggests that there is a close relationship between the high degree of foreign ownership and low percentage of tax. This is especially true in the extractive resource sector of the economy. Multinational corporations have been able not only to gain control of vital sectors of the Canadian economy, but also to retain the low level of paid taxes, thus depriving government of much-needed additional revenues.

Another area where the upper-income group and business interests largely escape taxation is in property tax. The property tax falls mainly on workers, not businessmen. Within the urban core, residential properties assume the larger share, and commercial land and buildings the smaller share of the total property tax burden. Many studies indicate that owners of tenant-occupied residential buildings usually shift the property tax to their tenants—most of whom are workers. It has been estimated that nearly 75 per cent of property taxes on local industry and retail establishments is shifted to consumers.

As has been seen, the tax system is an economic instrument created and used by government to promote, protect and strengthen the interests of corporations and the upper- income group at the expense of working people. Taxes are a political issue, not merely an economic one, because every important change in the balance of socio-economic forces has been registered in the tax structure.

In its most basic sense, every dollar of taxes avoided given away to business and industry is one dollar m that must be paid by someone else—or one dollar's wo of public facilities and services that are foregone. T "someone else" is the Canadian worker, already ov burdened with high taxes and poor public services.

Public needs and private wants

The social significance of the fiscal crisis is of imme proportions, well beyond short-run budgetary iss **The fiscal crisis pervades public policy and private** There is an increasing disparity between the flow of vate and public goods and services; there is a d gerously widening gulf between public needs and vate wants.

The delivery of public goods and services—the in structure that supports our society's economy—is slo but steadily collapsing and falling apart as a result o nancial starvation—there isn't enough revenue to s port it. Economist John Galbraith grimly describes cial disintegration resulting from the imbala between the production of public and private goods service, as follows:

"... the papers of any major city ... told daily of shortage and shortcomings in elementary munic and metropolitan services. The schools were old overcrowded. The police force was under strength underpaid. The parks and playgrounds were sufficient. Streets and empty lots were filthy, and sanitation staff was underequipped and in need men ... Internal transportation was overcrowded, healthy, and dirty. So was the air ... The automob that could not be parked were being produced at an panded rate. The children ... disposed to increasi imaginative forms of delinquency, were admira equipped with television sets ... Our colleges and versities were severely overcrowded and underprovi and the same was true of mental hospitals. The fa that takes its ... air-conditioned, power-steered, power-braked automobile out for a tour passes thro cities that are badly paved, made hideous by li blighted buildings, billboards .. They picnic on p aged food from an icebox by a polluted stream and on to spend the night at a park that is a menace to p lic health and morals. Just before dozing off .. amid stench of decaying refuse, they may reflect on curious unevenness of their blessings."

This infrastructural collapse—breakdown in the deli of public services—is but another form of the fi crisis. As corporations have been able to shift the vate costs of production to the public, hide taxable p

its through inflated cost items such as depreciation allowances, and decrease their share of federal and provincial income tax revenue, there is less revenue to be channeled into public services and social investment. As management and advertising operate, in Galbraith's words, "to produce a profit... on behalf of privately produced goods and services, public services will have an inherent tendency to lag behind." This imbalance of public expenditures between the public and private sectors results in grave social and personal problems.

Social breakdown and disorganization, rooted and reflected, in part, in the fiscal crisis, and whose solution is made impossible because of the fiscal crisis, also takes a highly personalized form. Dr. Daniel Cappon, a social psychiatrist, has constructed what he terms an "index of social malaise and health." This index attempts to measure the degree of social and personal stability, and conversely, alienation, by taking into account social, economic, psychiatric, criminological, and educational factors. When we consider that the incidence of suicide, alcoholism, psychosis and drug usage is increasing; that the incidence of family breakdowns, child neglect, runaway children and divorces is rising; that juvenile delinquency and the crime rate are soaring; and that there is a disturbing increase in venereal disease, "illegitimate" pregnancies and high-school dropouts, it is painfully obvious that alienation and the fiscal crisis are causing social collapse and the tragedy of broken or wasted lives.

As a result of financial starvation stemming from imbalance between the production of public and private goods and services, it is clear that social and personal problems are being created and compounded on top of one another at a faster rate than solutions—incoming revenues and social planning. Given present economic and social arrangements, social problems, and personal problems taking social forms, are not being solved—only postponed.

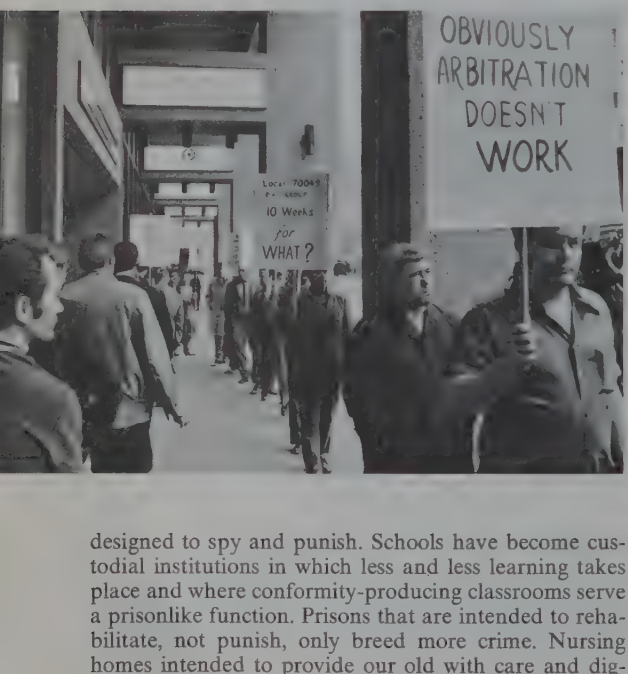
The dirty workers

Workers in the public sector of the economy have become the "invisible men." Many types of public employees also have become "dirty workers." As social

problems multiply, society indifferently leaves in the hands of some a kind of mandate to deal with these problems—without wanting to know how.

The people who are used to clean up or control our social problems have been called "dirty workers" by sociologists Hughes and Rainwater. Social workers, prison guards, garbagemen, teachers and employees in homes for the aged are employed to keep our social misfits, inconveniences and undesirables off the streets and out of sight. We have created an entirely new type of worker—one whose job it is to hide and control our society's failures.

Many public services and institutions officially intended to further well-being have become institutions of custody and constraint. Social welfare workers find that their profession, designed to help, has been turned into one



designed to spy and punish. Schools have become custodial institutions in which less and less learning takes place and where conformity-producing classrooms serve a prisonlike function. Prisons that are intended to rehabilitate, not punish, only breed more crime. Nursing homes intended to provide our old with care and dignity after a lifetime of work have become waiting rooms for death. Low-cost public housing, with its demeaning and rigid regulations and high-rise architecture, has produced a high incidence of mental illness, anxiety and frustration.

The public employee who is employed as a dirty worker faces a conflict between the formal and informal requirements of his job. Teachers who view themselves as educators are required to patrol school halls and ca terias as policemen. Probation officers are faced w more red tape and control from above. Nursing ho employees are told to work quickly and not social with patients; sanitation workers fight to remain "ga agemen, not garbage." Public employees faced with conflict between the formal and informal requireme of the job have often had to redefine their job and th social purpose.

Society's indifference, which created dirty workers, a the fiscal crisis, which increases the quantity of di work, has also hindered the drive of public serv workers for more equitable wages. In the context o fiscal crisis increasingly inhibiting meaningful wage a salary increases, all people in the public service sec are becoming more unified in their identity of interest

Increasingly victimized through fiscal strangulation the silent middle class that wants them to do the di work and to keep quiet about it, public employees, di workers and state clients refuse any longer to toler mistreatment. Both the public employee and his cou terpart, the client of public services, are depend upon the state budget to meet their needs. Expand and re-allocated economic resources are necessary eliminate the need for dirty workers.

Politics of the fiscal crisis

As the fiscal crisis deepens and broadens, the public e ployee, like Alice in Wonderland, is apt to ask, "Wo you tell me, please, which way I ought to go fr here?" "But that," said the Cat, "depends a good d on where you want to get to."

"Political action," Louis-Marie Tremblay, Professor Industrial Relations at the University of Montreal, written, "is complementary to economic action . . . it supplement to the weaknesses of a union's bargain power."

What does this mean for the public employee? I study session with the Canadian Union of Postal Wo ers, community organizer and activist Saul Alinsky s gested that "Governments, whether they are municip provincial or federal, see public service strikes as a of votes . . ." **This means, "with a political employer, union should be constantly in action, seeking allies getting people involved and committed."**

The burden of the fiscal crisis, in terms of social and economic effects, falls most heavily on state dependents—public servants and state clients—those who are consumers of social services such as welfare recipients and hospital patients. This suggests that, in the long run, because the fiscal crisis affects both workers in the public sector and consumers of public services, a political alliance between public employees and consumers of public services is increasingly necessary to strengthen and complement traditional trade union economic action.

Today, there are few sectors of the economy that remain unorganized. Welfare recipients have organized welfare rights groups; student organizations have fought for control of the budget for student activities; minority groups and the poor are forcing the government to intervene on their behalf; public health workers, doctors, women, probation officers, prisoners—even patients in mental hospitals—are beginning to organize themselves. All seek better work facilities or better social services, and more finances and resources for themselves. This increases and aggravates the financial burden of government.

Unions in the public sector, unlike unions in the private sector, do not justify wage demands on the basis of rising profits, but rather on the basis of the need for "better public services," "maintenance of essential services," and "quality education." It is impossible to consider persons who work in essentially social-public jobs without considering their counterpart—the persons who use the services—for the economic and social interests of public service employees and their clients are linked through government budgets.

Alliances among those who are directly or indirectly dependent upon the government are increasingly necessary if the struggle against the fiscal crisis is to be surmounted. Alliances are necessary between school board and university employees (academic and non-academic) and students; between welfare workers and clients; between hydro and telephone workers and the consumers of public utilities; between hospital and nursing-home workers and those who use public medical facilities; and between transit workers and commuters. Alliances between suppliers and users of public services must be formed in order to fight financial starvation and the fiscal crisis.

These alliances are important as a jumping-off point. Employers are not neutral. The different levels of government acting as employers are not neutral. In the public sector, where the employer is the government, there is no neutral agency to act as a mediator between the public employee, their unions and the government. For the public employee, the logic and necessity for political action is clear: the government is the employer and fulfils both an economic and a political function; in order to meet the demands of public employees, the employer must so alter some aspects of government structure that economic priorities can be re-ordered to deal with the fiscal crisis.

Wages and the fiscal crisis

The deepening of the fiscal crisis will have important implications for collective bargaining and the wages of public employees. The conflict between government expenditures and revenues is grounded in the development of the public sector. As we have seen, corporations have been able to socialize the costs of production, and to shift to workers the burden of taxation for technical infrastructure maintenance so that there is a public expenditure and a private benefit. On both the federal and provincial levels, the corporate share of income tax revenue has been declining with the major sources of revenue being derived from a regressive tax system; and

the continued pressure for public goods and services (expenditures) creates the need for new sources of revenue.

In the short run, corporations in the private sector are able to pass wage increases on by increasing prices. Government administrators do not have any such indirect "taxing" mechanism. Salary increases in the public sector, given the present fiscal arrangements, must be absorbed by wage earners. In the long run, corporations have responded to the militancy of workers in the private sector by introducing labour-saving technology, lowering costs and increasing productivity. Government administrators have been hard-pressed to squeeze out increases in productivity in the public sector. There is no way for wage increases in the public sector to be paid for except through increased taxation.

In the field of public finance, revenues determine expenditures. The revenue or income of government is dependent on the tax rate and tax base. Therefore, the salaries of public workers—government expenditures—are limited or restrained by the level of incoming revenues. Recent work by labour economists Carlsson, Robinson, Craft and Owen assumes that, "... salary budgets (are) fixed" and wages therefore are "... subject to a salary budget constraint," suggesting that wages in the public sector are determined according to a quasi-wage fund theory. The point to be emphasized is that incoming government revenues or the lack of them, as well as political forces, determine the level of wages in the public sector. Thus, given the present situation, with the corporate demand for government revenues increasing and the corporate share of tax revenue declining, wage increases in the public sector become a function of the "margin of political tolerance" of all workers. They will have to bear the brunt of increased taxes in order to fund wage increases in the public sector.

The fiscal crisis has led to tightened government budgets or budget freezes and rising taxes that cut into the real income of workers. If provincial and municipal governments fail to get a tax hike, they stop giving public services and begin laying off public workers. The day of the secure public service job is over. The public employee is not immune to cutbacks and hiring freezes in education, health care, police, fire and public works.

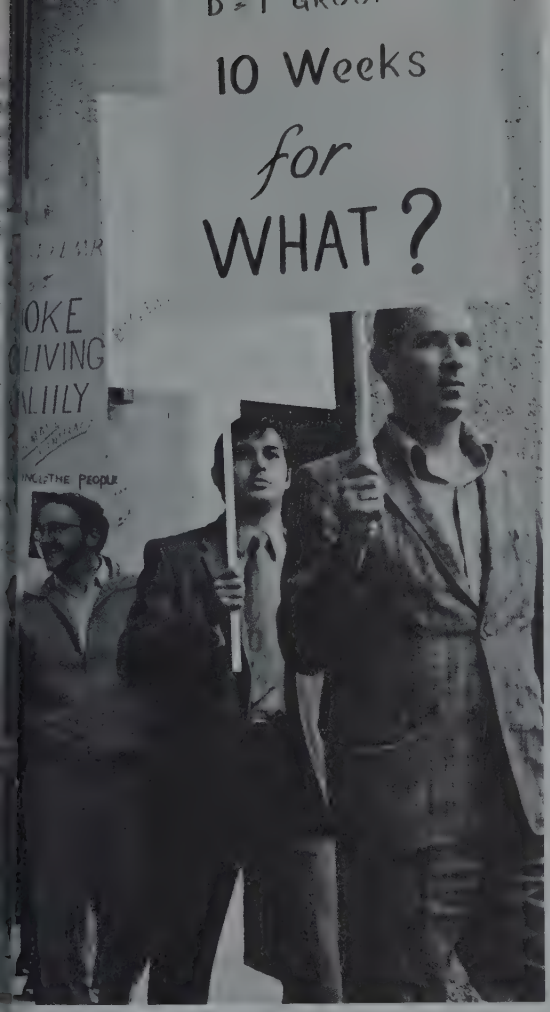
Because of the dynamics of the fiscal crisis, there will be in the long run a concerted massive effort to hold down the wages of workers in the public sector. The counter-attack has already begun, and for public employees it is a crunch situation.

To cope with circumstances in which expenditures a exceeding revenues, the various levels of governme are taking an increasingly hard stand on wage issues. Ontario, for example, the president of the Ontario M nicipal Personnel Association has said that "Municip ities are moving toward a more firm position ... and ready to stand by it," and furthermore, "the decision let a wage dispute go to a strike is ... one which m have to be taken more often." As one mayor of a la Ontario city put it "We cannot face increasing costs th bear little relationship to the ... ability to pay." T Government of British Columbia has imposed a 6.5 p cent ceiling on annual increases for teachers and sch board employees. The B.C. Government is seeking impose broader wage controls over a large sector of t province's labour force by imposing this 6.5 per c ceiling on civil servants, hospital employees and oth workers. In Saskatchewan, the now deposed Libe Government used the Prices and Income Commissio guidelines as an excuse to clamp down on wages, part ularly in the public sector. The Government of No Scotia is attempting to impose a wage-increase ceili or guideline on teachers and school board employees.

The prolonged major municipal strikes in Vancouv Toronto and Montreal are indicative of the breakdo of traditional labour-management relations under t pressure of the fiscal crisis. Throughout Canada, mun ipalities are using contracting-out and layoffs as a w of dealing with the mounting pressure from expen tures. Some of the most bitter strikes—for example, t 1971 Ottawa garbage strike—have been against priv contractors.

In the health care field, where wages and salaries count for 70 per cent of all costs, there is increasi pressure to introduce changes in the number of types personnel, and to make better use of personnel to p duce greater efficiency and productivity in order to co with the fiscal crisis. In Ontario, the Hospital Servi Commission has attempted to impose a 7.2 per c ceiling on wage increases. The two recent illegal stril in Toronto hospitals indicate that the system of man tory and binding arbitration in the health care field Ontario is losing its legitimacy and is crumbling un the weight of the fiscal crisis.

In Quebec, a fiscal crisis aggravated by the accelera rate of public expenditures for technical infrastructu begun during the "quiet revolution" to telescope m ernization, because of that province's historical und development propelled the recent labour upheaval the public sector. The coalition bargaining, and t stand of the three public service unions in the Comm



Front representing some 210,000 workers, caused the Province's finance minister to state that the cost of the demands would: "cancel all new projects . . . as well as requiring a tax raise." Editorialists screamed that wage increases must roughly coincide with the province's growth if taxes are not to get further out of line. Premier Bourassa indicated that he may deal with the situation by limiting the right to strike in the public sector.

More recently, a Gallup Poll (April 26, 1972) showed that 57 per cent of all Canadians favoured eliminating the right to strike in the public sector. More ominously, 48 per cent of all "union homes" and 47 per cent of all NDP members were in favour of taking the right to strike away from public employees. This stiffening attitude, even among those who purport to be labour's friends, is indicative of the political explosiveness of the fiscal crisis. Tax revolts, a political form of the fiscal crisis, are becoming increasingly common. The rejection of new bond issues in the B.C. school district referendums is but one recent example. Workers in the private and public sectors have allowed themselves to be played off against one another. To date, this divide-and-conquer tactic has been successful.

The Government is being forced to rationalize and centralize the industrial relations system in the public sector. Under the pressure of the fiscal crisis and mounting expenditures, public employers are attempting to impose more direct control over their payrolls. This rationalization is manifesting itself in formal and informal centralized bargaining arrangements. This is particularly true on a provincial and regional basis. In New Brunswick, there is already centralized province-wide bargaining in hospitals and school boards. There is a movement in Ontario and Saskatchewan hospitals toward regional coalition bargaining. In Vancouver and the Metro Toronto area, regional bargaining (as distinct from the already existent pattern bargaining) for municipalities and school boards is a possibility in the future. In all instances, the trend toward formal and informal centralized bargaining arrangements represents an attempt by the state to deal with the fiscal crisis by exerting more direct control over labour costs and payrolls. By attempting to more firmly control expenditures through centralized bargaining, government is structuring a situation whereby workers are being forced into direct confrontation with government in its capacity as employer. This is a path fraught with political and social volatility. Yet, in order to grapple with the fiscal crisis, government has little alternative.

The fact is that even compulsory arbitration of wage disputes has failed to keep wage settlements in line with the financial capabilities of the various levels of government. To keep wage demands and settlements in line would ultimately require "no-strike" pledges and wage controls resulting in the abolition of free collective bargaining as we know it. This raises a whole series of potentially explosive political issues.

As the fiscal crisis broadens and deepens, affecting the social conditions of all workers—and the position of public employees in particular—workers in the public sector will be increasingly forced to take action. Public employees will be pushed into action, not because they want to be, but because they will have to be. Building

political alliances between workers in the public sector and users of public services is a necessity. Putting forward qualitative collective bargaining demands that affect both groups, workers and users, is a prerequisite to building such alliances. These political alliances are critically necessary to strengthen trade union action in the public sector.

In the final analysis, the fiscal crisis can be fought only by militant struggle on the picket line.

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The analysis, interpretation and opinions he express in the accompanying article are his own, and do n necessarily reflect the policies or views of CUPE or National Officers, or of the Canada Department of L bour. This article is a revised version of one that a peared earlier in the **CUPE Journal.**

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Think it over . . .

it true that there is no future for the Province of Québec in the present economic system? Is the private enterprise system as we know it at the present time responsible for the difficulties we are experiencing in Québec today? Finally, is it necessary to "break" this system and replace it with another on the same lines as people's democracy or a socialist or communist system?

The Québec Management Council (QMC) has made a brief but well-balanced analysis of each of these questions and, in a manifesto containing restrained statements, invites the population, in their turn, to think about it. Its booklet, presented in the series of publications Les Affaires Incorporées and titled "Destroy the Present System? Think it over," examines, one by one, the main grievances of the past few months, based on the so-called "faults and limitations" of the "present system," and provides the necessary elements for serious reflection about the basis of our Québec society and the essential resources of our economy. The QMC, founded in January 1969 (LG 1970, p. 184 and 270) is a confederation of 128 management associations working in Québec. Among them, the employer-members hire more than 80 per cent of the province's workforce.

In that capacity, and in view of the attacks on the free enterprise system and the present economic set-up, the

QMC recognizes that it cannot remain indifferent or preserve a guarded silence amidst the "merry-go-round of manifestos" that demand the attention of a society experiencing the growing pains of evolution.

"Destroy the Present System? Think it over," is divided into two parts: (a) Private Enterprise: Agent of Economic Progress; and (b) Protesting the System. It is neither a controversial tract nor a criticism of available trade-union documents, but a positive contribution of management showing that our way of life in Québec is a most enviable one, even if it has its weak points. The main thesis is an attempt to convince the reader that this country, "which has the fourth highest standard of living in the world, and which can look forward to the prospects of a post-industrial society," should think twice before rejecting the present economic system, before "breaking the system" and adopting solutions already tried, with less success, in socialist or communist countries or in people's democracies.

Part (a) of the document defends the private enterprise system and refutes the attacks made against it. This system has often been blamed for having benefited only a tiny, propertied class and for having made—at the expense of the workers—excessive profits. The refutation is based mainly on the possibility of access to property and to the wider use of consumer goods—for example, automobiles, television sets, refrigerators and running water—in the province because of incomes that are constantly on the increase and that, on the whole, compare favourably with those earned elsewhere.

Nevertheless, the QMC draws attention to the fact that one should not necessarily associate "Québec enterprise with the worst excesses of the economic liberalism of the last century." No doubt, states the document, free enterprise must make profits on all its operations. It needs profits to support itself and expand; it needs profits to spread the cost of its various obligations and to compensate the risks involved. Moreover, in carrying out its operations, it must comply with the requirements, laws and regulations of a government that is alert and watchful, if not sometimes a formidable or at least a serious competitor.

In Part (b), the QMC suggests a series of objectiv (eight in all) that, if achieved, "would make it possib to palliate some of the difficulties" to which those o posing any challenging of the system give exaggerat importance.

Four main objectives are first proposed: 1. to take pa by all means at its disposal, in the economic progress the Province of Québec; 2. to give constant and increa ing attention to the protection of the environment; 3. engage fully, in a concerted effort with trade unionis and the government, not to break the system, but to i prove it; and 4. to recognize French as the working la guage. To achieve these four major objectives, accor ing to the QMC, numerous and varied pledges a programs are necessary.

There is also a series of objectives that, although treat as secondary, nevertheless retain considerable imp tance. The QMC spells them out as so many aspects the real problems of the existence of Québec free ent prise: participation of workers in the objectives of u dertakings; integration of undertakings into the soc environment in which they develop; technologi change; and the legal status of such undertakings.

Of course, this list of objectives and problems is n complete. But it represents the heart of the concerns Québec management, and the QMC is pleased to a knowledge that "the proposals of a large number business managers show, in these various fields, open-mindedness that is too rarely mentioned."

In the foreword of this manifesto, one can read that t QMC neither claims "to have rediscovered the whee nor presumes to "suggest miracle solutions to all pro lems." It simply wants to bring forward some fac since 1850, for instance, the standard of living Quebecers has increased ninefold; suggest ideas; intr duce elements likely to inspire; and promote fruitful r flection through a return to the sources "from which have been so far removed these past years."

Above all, the QMC intends to repeat that, in a land freedom, the private enterprise system does not ex and must not exist for itself; it is first and foremost the service of the community.

PIC's last report

Powerful unions and corporations are not mainly to blame for the present state of Canada's economy, according to the Prices and Incomes Commission. It states in its final report, "The commission's view that a temporary program of direct controls over prices, wages and other incomes could be helpful in certain circumstances does not arise from a belief that the root of the inflation-unemployment dilemma lies in the ability of powerful unions and corporations to continue to push up costs and prices regardless of demand conditions."

Rather, the commission notes, the main difficulties arise from "trying to extricate the economy from a major inflationary outbreak originally generated by an overshoot of demand, but persisting stubbornly because of widely held inflationary expectations and response lags."

This was one conclusion contained in the summary report of the commission issued June 20 of this year. A more detailed report was released August 28, incorporating all research on which the conclusions were founded. Conclusions in the summary report included the following:

In modern societies, national governments are responsible for the overall management of the economy. If an overshoot of demand is allowed to occur, the responsibility must lie with the government.

Prices in Canada have recently been rising at a substantial rate. Since 1968, when inflation had become entrenched, no way of managing demand was left to authorities for which public understanding could be expected.

The length and vigor of this latest round of inflation, following as it did on an extended period of economic expansion and an even longer period of upward creeping prices, seems very likely to have established patterns of wage and price setting behavior adapted to a substantial rate of continuing inflation.

The degree to which Canada imported inflation during the 1960s either directly through price and wage links, or indirectly through demand, was more a consequence of Canada's exchange rate policy than of foreign inflation as such.

Although labour's income share was on a rising trend from 1964 to 1970, over the previous seven years it had been moving downward in the face of a strong and sustained rise in the share claimed by profits and other returns to capital.

By comparison with most other countries, Canada has an unusually large flow of young people joining the labour force who encounter special difficulties in finding suitable permanent jobs, as well as a high proportion of employees compared with the self-employed.

One possibility is to accept a certain amount of inflation—perhaps even a degree of inflation which becomes more severe and chronic with time—as the necessary price for holding the level of unemployment to a minimum.

One should be cautious in assuming that it will be at all easy to reduce the critical range of national unemployment at which cost and price increases have tended to accelerate. Moreover, the possibility of increasingly severe inflation will remain if the public and their elected representatives take an over-optimistic view of the extent to which this critical range of unemployment has been reduced.

If we reject more rapid inflation as only a temporary postponement of our difficulties and recognize that supply and selective demand policies have considerable

George E. Freeman

limitations, we are left with two policy instruments for dealing with the problem: general demand management and incomes policy.

For this reason, we concentrate on a full-fledge control system as the only form of intervention likely to be effective enough to be worth attempting in the near future.

The commission further recommended that, in case events bring Canadians to seriously consider temporary controls, a group should be retained within the Government to plan for this possibility. To do this, a contingency planning group was announced in April 1972 to work under the Department of Consumer and Corporate Affairs after expiry of the Prices and Incomes Commission's mandate at the end of August.

In the final sentence of its summary report, the commi sion advises "that temporary price and income contr should only be used as part of a longer-run poli aimed at maintaining underlying demand conditio both during and after the control period consistent wi the target rates of increase in average price and inco levels."

One chapter contains many interesting and notab facts concerns unemployment in Canada. The repo points out, "it is highly unlikely that any economy, matter how high the level of aggregate demand, cou keep all those who wanted to work fully employed at times." It shows also that most Canadians who go record as unemployed do not experience unemplo ment for longer than a three-month period. Also, abo 40 per cent of the unemployed are heads of famili Workers with low education have the highest rate unemployment.

Regarding seasonal unemployment, the commissi found that about 11 per cent of jobs in Canada are se sonal, and more than 9 per cent of the Canadian labo force works on a seasonal basis. Seasonality is mo striking among younger workers, particularly studen but is an important factor also among those 25 years o and over. The commission reports that counter-seasor programs, such as the Winter Works Program, lower t unemployment rate by up to 0.5 per cent.

With publication of the final report, the Prices and I comes Commission's work is all but finished. A sm staff remains to handle publications, in addition to t contingency group attached to Consumer and Corp rate Affairs. Commission chairman John H. Young h returned to his teaching post with the University of Br ish Columbia, while Commissioner George E. Freem has reassumed his position with the Bank of Canad Commissioner George V. Haythorne, a former depu minister in the Labour Department, has left to lectu at Cambridge University.

Price indexes

Consumer, July 1972

The consumer price index (1961 = 100) rose 1.2 per cent to 140.2 in July from 138.5 in June, a larger increase than the average recorded between these two months in recent years and compared with a June-July increase of 1.8 per cent last year. The major contributor to this increase was food which rose 3.6 per cent. Housing advanced 0.5 per cent and clothing 0.2 per cent. The health and personal care, and the recreation and reading components rose 0.1 per cent. The transportation and the tobacco and alcohol indexes remained unchanged. Between July 1971 and July 1972, the all-items index advanced 4.5 per cent.

The food index rose 3.6 per cent to 142.5 from 137.5, the largest increase recorded between these two months since 1961. Increases of over 2 per cent between June and July have occurred four times in the past 10 years. In the latest month the price level of food consumed at home rose 4.1 per cent, and restaurant meal prices advanced 1.2 per cent. In the food at home component, indexes advanced for all major groups except fruit. It fell 2.7 per cent, on average, because of lower prices for some fresh fruits. Vegetable prices rose 9.7 per cent as increases were recorded for most fresh, canned and frozen vegetables. The latest advance in vegetable prices was the highest recorded between June and July since 1967. In the latest month, vegetable prices were, on average, at their level of July 1971, and the fruit index was 0.5 per cent lower than that of a year earlier. The meat, fish and poultry index rose 3 per cent in the latest month and was almost 14 per cent above its level of a year ago. Between June and July pork rose 5.7 per cent, beef 2.9 per cent and poultry 1.3 per cent. Egg prices were more than 16 per cent above their level of a year earlier. The bakery and cereal products component rose 2.2 per cent between June and July as most items priced, including bread, recorded increases. Most dairy products items also registered advances as butter prices increased in Toronto and Montreal. Among other foods higher prices were recorded for jam, jelly powder, honey and infants' food. Ground and instant coffee also registered increases but were still selling at prices lower than a year ago; peanut butter decreased in price in the latest month. The food index was 6.9 per cent higher than a year ago.

The housing index advanced 0.5 per cent to 143.3 from 142.6 reflecting increases of 0.4 per cent in shelter and 0.6 per cent in household operations. Within shelter, the home-ownership index advanced 0.6 per cent and rents increased 0.1 per cent. Among household operation items, electricity prices rose, on average, 2.8 per cent, mainly because of higher rates in some Ontario cities. An increase of 0.5 per cent in furniture prices reflected increases for kitchen, bedroom and living room suites, and mattresses. Among other household operation items, glassware, sheets and a number of cleaning supplies registered higher quotations, and wages for household help increased in several cities. Some floor coverings, dishes and light bulbs declined in price. The housing index advanced 4.5 per cent since July 1971.

The clothing index rose 0.2 per cent to 131.6 from 131.3. The only component to register a decrease was children's wear. It declined 0.3 per cent because of sales of boys' slacks and shirts, and girls' cotton dresses. The men's wear index rose 0.2 per cent as earlier sale prices for suits, sweaters and socks were removed. Women's wear prices, also, rose 0.2 per cent as increased quotations for cotton dresses and pyjamas outweighed lower prices for dresses made from synthetic material, and lingerie. An advance of 0.8 per cent in footwear prices

reflected increases for men's and children's shoes. Higher cotton dress print quotations moved the piece goods index up 0.5 per cent. Between July 1971 and July 1972, the clothing index rose 1.9 per cent.

The transportation index was unchanged from its June level of 133.6 as a seasonal increase in the train fares index was offset by a decline in the level of automobile operation prices mainly attributable to lower gasoline quotations in some Ontario and Québec centres. Motor oil prices advanced in several cities and operators' license fees rose in Ontario. During the 12-month period to July 1972 the transportation index rose 2.7 per cent.

The health and personal care index rose 0.1 per cent to 149.1 from 148.9 on higher prices for several toiletries including shaving cream, razor blades, cleansing tissues and toilet soap. It was 4.9 per cent above its July 1971 level.

The recreation and reading index increased 0.1 per cent to 139.4 from 139.3 because of higher motion picture admission charges in St. John's, and increased newspaper subscription rates in Charlottetown, Oshawa and Saskatoon. Between July 1971 and July 1972, the recreation and reading index increased 2.9 per cent.

The tobacco and alcohol index was unchanged from its June level of 132.8 and was 3.2 per cent above its July 1971 level. In the latest month, higher cigarette and cigarette tobacco prices were registered in St. John's, but these were insufficient to move the component index.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices. The services index rose 0.4 per cent between June and July because of higher prices for shelter services, household help, theatre admissions, and automobile licenses. The total commodities index increased 1.6 per cent because of the 3.6 per cent advance in food prices. Non-durable commodities excluding food rose by 0.3 per cent because of higher quotations for clothing, electricity, cleaning supplies, toiletries and newspapers; increased prices for furniture and glassware moved the durables index up 0.1 per cent. In the twelve months to July 1972, the services component advanced 5.3 per cent, and for commodities 4.1 per cent, the latter largely because of a 6.9 per cent advance i food prices over the same period. Non-durables (e cluding food) rose 2.5 per cent and durables 1.5 p cent, between July 1971 and July 1972.

City Consumer, July 1972

The consumer price index (1961 = 100) rose in all r gional cities and city-combinations with increases ran ing from 0.1 per cent in Edmonton-Calgary and Va couver to 1.3 per cent in Toronto. The larger increas were generally recorded in eastern cities, reflecti fairly large advances in food prices between June a July. Food indexes increased more than 1.5 per cent all major cities surveyed east of Winnipeg and those f western cities recorded only slight advances.

Higher prices were registered for beef, pork, eggs a fresh produce. Housing components showed margin increases in most cities except Toronto which record an increase of 0.7 per cent because of increased electri ity rates and higher wages for household help. Clothi indexes recorded mixed movements ranging from a d cline of 1.6 per cent in Quebec City to an increase of 0 per cent in Toronto. Transportation, and health a personal care indexes, each registered a mixture of m nor advances and declines. Recreation and reading i dexes were unchanged in all cities except St. John's a Saskatoon-Regina where increases of 1.2 per cent a 1.0 per cent, were recorded. Tobacco and alcohol i dexes were unchanged in all cities except St. John where a rise of 2.0 per cent was recorded.

Regional consumer price index point changes betwe June and July were: On the base 1961 = 100: Toron +1.8 to 135.7; St. John's +1.4 to 130.6; Halifax +1 to 131.5; Montreal +1.2 to 131.7; Ottawa +1.2 136.1; Saint John +.7 to 131.0; Winnipeg +.6 to 133. Saskatoon-Regina +.4 to 128.0; Edmonton-Calga +.1 to 133.1; Vancouver +.1 to 131.8. On the ba 1969 = 100: Quebec City +.2 to 106.9; Thunder B +.6 to 107.2.

City indexes are not as comprehensive in price conte as the Canada consumer price index, and may unde estimate slightly the degree of price movement o curring. In this connection, the shelter component of t city indexes moves on the basis of changes in rents onl changes in both rents and home-ownership costs are i cluded in the Canada index. As a result of home-ow ership costs having increased more rapidly than ren

f housing and all-items indexes for cities underimate somewhat the rates of price increases, particarly over longer periods. Plans are being made by Statics Canada to incorporate home-ownership prices in y indexes.

holesale, July 1972

he general wholesale index (1935 = 100) advanced 0.5 r cent in July to 308.2 from 306.7 in June. It was 5.9 r cent higher than the July 1971 index of 291.0. Four ajor group indexes were higher, 3 declined and 1 was changed.

The animal products group index rose 1.3 per cent to 377.4 from 372.7 on higher prices for fishery products, cured meats, livestock, eggs, fresh meats and hides and skins. An advance of 1.3 per cent to 430.7 from 425.3 in the wood products group index reflected price increases for spruce, wood pulp, cedar shingles, pine, fir, hemlock and hardwoods. Higher prices for soaps and detergents, paint materials and fertilizer materials were responsible for an increase of 0.6 per cent to 246.9 from 245.5 in the chemical products group index. The vegetable products group index moved up slightly to 240.3 from 239.6. Small declines were recorded for 3 major group indexes: non-ferrous metals products to 262.4 from 264.0, non-metallic mineral products to 234.7 from 235.3, and textile products to 278.2 from 278.4.

Employment fatalities in Canada January 1970 to December 1971

or many years the Economics and Research Branch of ne Canada Department of Labour has compiled and ublished statistics on employment fatalities in Canaian industry. The latest statistics are given in Table H n page 586. These have been prepared for the two-year eriod 1970 and 1971.

There were 954 industrial fatalities in 1971 compared with 974 in the previous year. These fatalities occurred among persons gainfully employed and happened during the course of, or arose out of, their employment. They include deaths from industrial diseases.

Multi-fatalities

There was a general increase in multi-fatalities related to activities in the construction and transportation industries in 1971 compared with 1970. A marked increase in multi-fatalities occurred also as a result of explosion or fire, while there was a sharp drop in drowning fatalities. In general, multi-fatality accidents almost doubled, while related deaths rose by 25 per cent (see Table 1).

Table 1—Multi-fatalities, January 1970 to December 1971

Multi-fatality	Accident		Death	
	1971	1970	1971	1970
Drowning	3	6	7	37
Explosion or fire	7	4	19	8
Transport accident	13	5	29	12
Construction mishap	8	1	19	2
Total	31	16	74	59
Percentage change	94%		25%	

Fatalities by region

Employment increased in the Eastern Region by 2 pe cent, in Ontario by 3 per cent, and in the Western Re gion by 3 per cent. Fatalities, however, dropped sharpl by 18 per cent in the Eastern Region, rose by only 1 pe cent in Ontario, and increased by 8 per cent in th Western Region (see Table 2).

Fatalities by industry

Table 3 shows that workers in goods-producing indu tries, who constituted just over one third of all worke employed, accounted for almost two thirds of total fa talities. In contrast, employees in service-producing in dustries formed nearly two thirds of all workers em ployed and only slightly over one third of tot fatalities.

Table 2—Fatalities by Region, January 1970 to December 1971

	Workers Employed (Thousands)		Percentage of Total		Percentage Change (1970/71)	Fatalities		Percentage of Total		Percentage Change (1970/71)
	1971	1970	1971	1970		1971	1970	1971	1970	
Eastern region	2,815	2,753	34.8	34.9	2	260	317	27.2	32.6	−18
Ontario	3,079	2,996	38.1	38.0	3	310	307	32.5	31.5	1
Western region	2,185	2,130	27.1	27.1	3	384	350	40.3	35.9	8

Table 3—Fatalities by Industry, January 1970 to December 1971

	Goods-producing		Service-producing	
	1971	1970	1971	1970
Workers employed (in thousands)	3,024	2,991	5,055	4,888
Percentage of total	37.4	38.0	62.6	62.0
Fatalities	595	614	359	360
Percentage of total	62.4	63.0	37.6	37.0

talities by occupation

hite-collar-service employment increased by 4 per nt and fatalities by 1 per cent (see Table 4). Primary-anual employment rose by only 1 per cent and fatali-s decreased by 3 per cent.

Fatalities by sex

As set forth in Table 5, men constituted two thirds of employed workers and 99 per cent of total fatalities. Women comprised one third of workers employed and 1 per cent of total fatalities recorded.

able 4—Fatalities by Occupation, January 1970 to December 1971

	Workers Employed (thousands)		Percentage of Total		Percentage Change	Fatalities		Percentage of Total		Percentage Change
	1971	1970	1971	1970		1971	1970	1971	1970	
imary-manual	2,931	2,911	36.3	36.9	1	616	638	64.6	65.5	–3
hite-collar-service	5,148	4,968	63.7	63.1	4	338	336	35.4	34.5	1

able 5—Fatalities by Sex, January 1970 to ecember 1971

	Men		Women	
	1971	1970	1971	1970
Vorkers employed (in thou-nds)	5,392	5,310	2,687	2,569
ercentage of total	66.7	67.4	33.3	32.6
atalities	946	964	8	10
ercentage of total	99.2	99.0	0.8	1.0

Incidence rates

In 1971, there were 954 fatalities in an employed labour force totalling 8,079,000. The incidence rate, the relationship between fatalities and number of workers, therefore, was 0.012 for 1971, the same as in 1970. Regionally, the Eastern Region incidence rate decreased from 0.012 in 1970 to 0.009 in 1971, the Ontario rate remained unchanged at 0.010, and the Western Region incidence rate rose from 0.016 to 0.018.

Employment Fatalities in Canada—January 1970 to December 1971

January to December 1970

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Not Given	Total	Percent of Total
By Industry* and Age Group														
14 to 19 years	2	6	1	2	11	12	2	5	0	0	1	0	42	4.
20 to 24 "	0	12	0	23	16	27	17	5	0	3	6	1	110	11.
25 to 34 "	6	19	5	28	28	38	47	19	2	10	11	4	217	22.
35 to 44 "	2	18	4	20	33	44	43	13	1	12	17	1	208	21.
45 to 54 "	3	19	2	18	33	28	37	9	0	7	24	1	181	18.
55 to 64 "	2	9	0	15	30	23	20	5	0	5	15	1	125	12.
65 years and over	0	5	0	22	20	3	2	4	0	4	4	0	64	6.
Not given	0	1	9	2	2	11	2	0	0	0	0	0	27	2.
TOTAL	15	89	21	130	173	186	170	60	3	41	78	8	974**	100.
By Industry and Occupation†														
Farmers (a)	9	0	0	0	0	0	0	0	0	1	2	0	12	1.
Loggers (b)	0	61	0	0	2	15	0	0	0	0	2	0	80	8.
Fishermen (c)	0	0	20	0	0	1	0	0	0	0	0	0	21	2.
Miners (d)	0	0	0	101	5	0	0	1	0	1	0	0	108	11.
Craftsmen (e)	0	11	0	19	86	106	41	6	0	1	17	2	289	29.
Labourers (f)	2	0	0	1	36	41	10	7	1	8	20	2	128	13.
Transport (g)	1	11	1	2	15	13	95	20	1	5	7	2	173	17.
Managerial	0	4	0	2	10	3	5	11	1	3	2	0	41	4.
Professional (h)	2	1	0	3	4	5	2	1	0	6	6	1	31	3.
Clerical	0	0	0	0	5	1	4	2	0	1	3	0	16	1.
Sales	0	0	0	0	5	0	2	11	0	1	0	1	20	2.
Service (i)	1	0	0	1	1	0	10	0	0	13	19	0	45	4.
Not given	0	1	0	1	4	1	1	1	0	1	0	0	10	1.
TOTAL	15	89	21	130	173	186	170	60	3	41	78	8	974**	100.
By Industry and Type of Accident‡														
Struck by objects (j)	1	48	1	38	26	37	20	7	0	2	16	2	198	20.
Falls and slips (k)	1	7	18	18	28	61	30	4	0	12	16	2	197	20.
Collisions, derailment (l)	4	17	0	8	23	33	82	32	2	12	20	3	236	24.
Caught in, on, between (m)	4	10	1	15	26	25	8	4	0	2	4	0	99	10.
Inhalation (n)	1	0	0	36	33	5	3	4	0	1	5	0	88	9.
Conflagrations (o)	1	1	1	10	14	7	3	2	0	1	4	0	44	4.
Electric current (p)	2	2	0	2	11	14	14	1	0	0	4	0	50	5.
Over-exertion (q)	0	2	0	0	4	1	3	1	0	1	4	0	16	1.
Striking against (r)	0	0	0	0	1	0	2	0	0	0	0	0	3	0.
Miscellaneous (s)	1	2	0	3	7	3	5	5	1	10	5	1	43	4.
TOTAL	15	89	21	130	173	186	170	60	3	41	78	8	974**	100.0
PERCENT OF TOTAL	1.5	9.1	2.2	13.3	17.8	19.1	17.5	6.2	0.3	4.2	8.0	0.8		100.0

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and re estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled workers (not agricul tural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, ingestion and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 91 per cent of the fatalities were reported by the various Workmen's Compensation Board; details of the remaining 9 per cent were obtaine from other sources.

Note: All figures are preliminary.

January to December 1971

Agri-culture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Not Given	Total	Per Cent of Total
4	7	1	4	4	12	4	6	0	1	2	0	45	4.7
1	8	2	16	16	30	18	9	1	8	2	0	111	11.6
5	23	1	18	36	49	51	15	1	10	14	1	224	23.5
1	15	1	29	27	40	39	13	0	6	10	0	181	19.0
2	14	2	19	23	42	33	7	0	14	15	0	171	17.9
1	15	1	22	22	23	20	8	1	5	18	0	136	14.3
3	1	1	22	14	4	1	5	0	7	1	0	59	6.2
2	1	0	3	3	5	9	3	0	1	0	0	27	2.8
9	84	9	133	145	205	175	66	3	52	62	1	954**	100.0
11	0	0	0	0	0	0	0	0	0	0	0	11	1.1
0	59	0	0	3	3	0	0	0	0	0	0	65	6.8
0	0	7	0	1	0	0	0	0	0	0	0	8	0.8
0	0	0	87	3	4	0	0	0	0	0	0	94	9.8
1	15	0	28	59	97	34	10	1	6	11	0	262	27.5
5	1	0	6	46	69	20	8	0	8	13	0	176	18.5
2	2	1	3	13	12	105	16	0	4	6	0	164	17.2
0	6	0	5	5	15	6	20	0	8	4	1	70	7.3
0	0	0	1	7	2	5	0	1	12	7	0	35	3.7
0	1	0	2	0	1	1	2	0	1	4	0	12	1.3
0	0	0	0	7	0	1	9	1	1	1	0	20	2.1
0	0	1	1	1	2	2	1	0	12	16	0	36	3.8
0	0	0	0	0	0	1	0	0	0	0	0	1	0.1
19	84	9	133	145	205	175	66	3	52	62	1	954**	100.0
2	55	3	29	24	43	25	9	0	2	7	0	199	20.9
6	10	6	12	28	53	22	9	1	10	8	0	165	17.3
7	11	0	14	30	42	88	29	2	16	25	1	265	27.8
1	4	0	12	22	22	7	1	0	2	5	0	76	8.0
2	1	0	54	23	11	1	3	0	9	4	0	108	11.3
1	1	0	10	13	5	13	4	0	3	0	0	50	5.2
0	1	0	1	3	22	8	0	0	2	3	0	40	4.2
0	0	0	1	2	2	3	0	0	3	6	0	17	1.8
0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
0	1	0	0	0	5	8	11	0	5	4	0	34	3.5
19	84	9	133	145	205	175	66	3	52	62	1	954**	100.0
2.0	8.8	0.9	13.9	15.2	21.5	18.3	6.9	0.3	5.5	6.5	0.1	100.0	

General topics

Employment review

The seasonally adjusted unemployment rate increased to 6.3 in July from 6.2 in June, and there was also a slight rise in the seasonally adjusted employment level. The labour force increase of 219,000 between June and July was above average for this period. The number of employed persons increased from 8,581,000 to 8,825,000, an above-average increase. There were higher advances in transportation, communication and other utilities, and in service, but these increases were below average in agriculture. Manufacturing, which usually increases between June and July, showed little change.

There were 543,000 unemployed persons in July compared with 568,000 in June. The unadjusted unemployment rate, representing the actual number of unemployed as a percent of the labour force, was 5.8 in July. Compared with a year ago, the labour force advanced 300,000 (3.3 per cent); employment increased 271,000 (3.2 per cent) and unemployment advanced 29,000.

Unemployment insurance report

During July, 1972, 17,633 investigations were finalized across Canada. Of these 8,608 were on-premises investigations and 1,948 were selective investigations to verify the fulfilment of statutory conditions. The remaining 1,370 formal investigations and 5,707 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,538. Prosecutions were commenced in 108 cases, all against claimants.

November credits

Certification before the CLRB, p. 592, is prepared b the Employee Representation Branch of the Canad Department of Labour, and covers proceedings und the Canada Labour Code, Part V, involving the fun tion of the Canada Labour Relations Board, for whic the Employee Representation Branch of the Depar ment is the administrative agency.

Conciliation before the Minister of Labour, p. 595, orig nates with the Conciliation and Arbitration Branch the Canada Department of Labour, and covers pr ceedings under the Canada Labour Code, Part V, i volving the administrative services of the Minister Labour and the Conciliation and Arbitration Branch the Department.

Photos. Andrews-Hunt Photography, Ottawa: Cove p. 573, 576. ILO Photo: p. 565. NFB: p. 571, 578. Stud Impact Photographers, Ottawa: p. 572, 575. Studio Vo Dulong, Ottawa: p. 580.

Correction

An error appeared in the September Labour Gazette coverage of the Canadian Industrial Relations Researc Institute meeting held in Montreal on June 22 and 2 On page 485 reference is made on four separate occ sions to the "Pay Review Board." This should have rea "Pay Research Bureau."

Decisions of the Umpire

UB 3132. The claimant filed an application for benit, stating that he had been employed for about 13 ears as a newspaper compositor, prior to being locked ut. His employer reported to the area office of the ommission that the claimant was not separated from is employment, was engaged in a legal strike, and acording to the insurance officer's "Submission to the oard of Referees," a labour dispute indeed existed at e premises where the claimant was employed.

he insurance officer notified the claimant that under ie provisions of the Act he was disqualified from reeiving benefit because he had lost his employment beause of a work stoppage owing to a labour dispute "at ie factory, workshop or other premises" where he was mployed.

n his appeal to the Board of Referees, the claimant deared that he was one of a number of compositors at ie newspaper who were locked out by the employer uring a labour dispute. The claimant based his appeal n the fact that the employer continued to publish the ewspaper without the loss of a single edition, using utside help, while refusing to permit his bona fide emloyees to do the work.

he representative of the union provided the area office ith a list of persons who were in the same category as he claimant. He stated that the claimant's appeal hould also apply to those whose names appeared.

The Board's findings were that from the period in question, the newspaper produced one small daily edition instead of two, using help from Canadian affiliates, management personnel, and by doubling these men up or by suspending their usual functions.

The conclusions of the majority Board were:

". . . as there was a work stoppage attributable to this labour dispute, the majority of the Board feels that it is bound to follow the decisions of the Umpire in CUBs 1682, 2659 and 2705 where in each case, although pretty well normal production was maintained, a large part of the regular labour force was not working and the arrangements made for continuing production could at best be described as improvisory. The majority of the Board is of the opinion that the efforts made by the newspaper to publish were at best improvisory during the period in question. There is a further question that the Board is called upon to decide, namely whether the . . . unions did, in fact, participate in the work stoppage by refusing to work pursuant to a 'struck work' clause in their respective collective agreements with the newspaper.

It is undisputed that representatives of these unions did participate in picketing at the premises throughout the period of the work stoppage. It is the opinion of the Board that this picketing in itself is sufficient to include the members of these unions under section 63(2) (b) of the Unemployment Insurance Act and so to disqualify them from benefits during the period of the work stoppage . . ." By a majority, the Board decided to uphold the decision of the insurance officer, and to dismiss the appeal.

The dissenting member, in turn, had this to say:

"In my opinion, the work stoppage started and terminated on the day the newspaper brought in outside help . . . and they were able to put out a paper 87 per cent of its normal size. Knowing that the newspaper did the same thing in the 1940s and the outside help at that time remained for 15 years or more, I have no reason to believe that this couldn't and wouldn't have been done this time if the paper and the union did not sign an

agreement. I therefore would allow the appeal. I also do not agree that pressmen, mailers and stereotypers lost their employment due to a labour dispute in which they were interested by participation, financing or direct interest. These claimants have a wage agreement which precludes them from having to handle work by non-union members referred to in the submission as 'struck work' clause. These claimants had not taken part in the labour dispute, they had no interest in the negotiations that were going on between the first union and the newspaper; they were not in the same grade or class they were negotiating and did not and would not benefit financially from the settlement of the strike ... In my opinion, the wage agreement signed by the pressmen, stereotypers and mailers should have been honoured by the Unemployment Insurance Commission and I would therefore allow their appeal."

The union appealed to the Umpire, giving as grounds: "The union does not accept the conclusion that work arrangements were improvisory and unlikely to continue for any length of time. To say that recruiting would have not continued and the staff enlarged from day to day is a conclusion not supported by the previous strike history of this company nor by the pattern set in other newspapers' strikes and lockouts. We also feel that the other crafts, the stereotypers, pressmen and mailers, were victims of a situation over which they had very little control. The struck work clause of their contract protects them against all work 'emanating from or destined to a department of the publisher where a strike or lockout exists'. When they abided by their contract the publisher locked them out."

The union, according to the Umpire, had made two principal submissions. The first was that the work stoppage had ended immediately when the employer was able to find the necessary staff to continue to publish. There was no argument from the union that the strike situation did not have some effect on the size and contents of the newspaper, but the union submitted that the publication of only one issue daily involved almost as much work as the publication of two editions, for the second is comprised largely of the contents of the firs edition. The Union further argued that some employee were laid off because they refused to execute "struc work," and that although they went on the picket lin there was no work stoppage in progress at that time and they should not have been disqualified from receiv ing benefit.

In reply, the Commission stated that reduced publica tion of the newspaper continued with only one editio daily instead of the normal two editions until the dis pute was settled; that the employer succeeded in accom plishing even this limited publication by improvise temporary and abnormal means ... that there was a appreciable work stoppage normally or habitually ca ried on; that the representative claimant's loss of wor was directly connected with the work stoppage and th labour dispute, and if there had been no labour disput there would have been no work stoppage or loss of em ployment; that the claimant had not proven that neithe he nor any other member of his grade or class of work ers did not participate or were not interested in the di pute; that the claimant and other members of the loc were in fact interested in the dispute, as their condition of employment were subject to negotiations, and the also participated in the dispute by their refusal to pe form their normal work and by picketing the premise that some members of all the unions recognized as ba gaining agents for the employees of the paper immed ately took part in picketing the premises and thereb identified themselves with the labour dispute and be came participants.

The Umpire stated that it was idle to speculate as t when the interim operations would have become pe manent employees, if the strike had continued longe than it did.

"I see no sufficient reason to overrule the majority dec sion of the Board of Referees that there was a loss work by the represented claimants by reason of a stop page of work attributable to a labour dispute during th period in question. I am also disposed to agree that th claimants have not shown entitlement to relief from di qualification under the Act. The appeal, as a represen tative appeal, is therefore dismissed."

Railway arbitration

ix cases involving railway disputes were presented at a earing of the Canadian Railway Office of Arbitration Montreal on Tuesday, July 11, 1972. The arbitrator smissed five grievances and allowed one.

ase No. 366: Dispute between CN and the United ransportation Union over a paragraph in the agreeent regarding availability for work.

he grievor, a CN conductor, was not available when ie company telephoned to notify him that his regular an would be leaving two hours early. The company, erefore, called in a substitute conductor. The grievor aimed that, although he was not available by phone hen the company called, he had stopped by the yard ffice to check in for work and this constituted being vailable for work under the terms of the agreement. he arbitrator found that the grievor was available for ervice within the terms of the agreement, because he ad reported for work an hour and five minutes before is normal work time. The grievor was therefore warded compensation for the earnings lost.

ase No. 367: Dispute between CN and the United ransportation Union over an alleged agreement violaion regarding vacation pay.

he grievor claimed he was entitled to receive vacation ay based on 8 per cent of his gross wages for the previus year because the agreement stipulated this was the acation pay allowance for employees on road service. he company claimed the grievor was entitled only to he lower vacation pay rates applicable to yard service employees because, at the time he became eligible for vacation pay, the grievor was a yard service employee. The arbitrator dismissed the grievance, ruling that at the time of taking his vacation, the grievor was in yard service.

Case No. 368: Dispute between CN and the United Transportation Union over an employee's claim for pay while on suspension from the job.

The grievor was suspended from yard work for several days while an investigation was held into some suspected stolen merchandise found in his possession, but no disciplinary marks were assessed against him. He later submitted a pay claim for one day's pay for each 24 hours he was held out of service. The company allowed payment on the basis of actual time lost. The grievor submitted an additional claim for $210.29, the difference between his claim and the company's payment, but this was refused by the company. The arbitrator ruled that the grievor's claim was for more than his actual loss, and the grievance was therefore dismissed.

Case No. 369: Dispute between CP Rail and the Transportation Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over away-from-home allowance.

The grievor was awarded a position as a relief dispatcher-operator. He previously held simultaneously the positions of agent-operator in one town and senior spare dispatcher at another place. Upon receiving the new position, the grievor retained residency in one place and applied for the $4.00 away-from-home allowance. The company denied the claim, stating that the grievor already held a position that established one town only as his headquarters. The arbitrator agreed with the company and dismissed the grievance.

Case No. 370: Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over assignment of overtime.

A driver for CP Express lodged the grievance that he had been by-passed in the offering of an overtime assignment that was rightfully his. The grievor claimed that when the assignment of driving a tractor-trailer came up, the job was first offered to the senior employee in the grievor's category. He refused the job and it was then offered to a qualified person in a lower job cate-

gory who accepted the assignment on an overtime basis. The grievor, who had already left for home, alleged that he should have been offered the assignment before the less qualified employee. The arbitrator ruled that the job was not specifically designated as overtime work, under the conditions of the agreement. The company, therefore, had not discriminated against the grievor but had merely offered the work to an employee then on duty. The grievance was dismissed.

Case No. 371: Dispute between Quebec North Shore and Labrador Railway and the Brotherhood of Locomotive Engineers over careless operation of the grievor's train.

The grievor, an engineer, was charged with violating a speed restriction while operating a train. According to the speed recorder tape, the train reached speeds up to 39 mph during the trip on stretches of track where ther was a speed restriction of 20 mph. No report of exces sive speed was made by the grievor, however, until h was confronted by the foreman with the evidence on th recorder tape. The grievor then blamed the speed o adverse weather conditions and poor equipment. H was dismissed by the company, but he appealed the di missal in the form of a grievance. The arbitrator note that no other reports of excessive speed due to weathe conditions or poor equipment had been made, nor ha the grievor himself made any report of the incident un til he had been called by the foreman. It was brought t light also that the grievor had been dismissed once pre viously for negligent operation, but had been reinstate on a leniency basis. The arbitrator ruled that, becaus of these reasons, and considering the responsibility o the position, the grievance be dismissed.

Certification

The Canada Labour Relations Board met for three days during August. It granted eight applications for certification, rejected one and ordered a representation vote in one other application. The Board granted one request to vary a previous Order of Certification, granted, in part, an application for revocation of certification by varying the original Order of Certification and rejected one such application. Ten applications for certification and three requests for review were received during the month.

Applications for certification granted. International Longshoremen's Association, Local 1976, was certified as the bargaining agent on behalf of a unit of freight handlers and longshoremen employed by Eastern Offshore Services Limited at Mulgrave, N.S. (LG, June, p. 311).

Canadian Pacific Police Association was certified as the bargaining agent on behalf of two separate units of employees of Canadian Pacific Limited, Montreal, Qué. One unit comprises sergeants and constables employe throughout Canada in the company's Investigation De partment, and the other unit comprises security guard employed in the Investigation Department in Canad and security guards—firemen at the Angus Shops i Montreal, Qué. A number of employees contested th application which concerned the unit of sergeants an constables (LG, July, p. 376).

Public Service Alliance of Canada was certified as th bargaining agent on behalf of a unit of employees of th Iroquois of St. Regis Band Council, Cornwall, On (LG, Aug., p. 439).

International Union of Operating Engineers, Local 11 was certified as the bargaining agent on behalf of a un of equipment operators and mechanics employed in th Yukon Territory by Perma Construction Ltd., White horse, Y.T. (LG, Aug., p. 439).

ewery and Soft Drink Workers' Union, Local 300, International Union of United Brewery, Flour, Cereal, ft Drink and Distillery Workers of America, was certed as the bargaining agent on behalf of a unit of vers and shop employees of Hall Distributors Limd, Kelowna, B.C. (LG, Sept., p. 489).

blic Service Alliance of Canada was certified as the rgaining agent on behalf of a unit of clerical, adminrative and operational employees working in Halifax, S., and employed by the National Harbours Board G, Sept., p. 490).

malgamated Transit Union, Local 0591, was certified the bargaining agent on behalf of a unit of supersory employees of Outaouais Regional Community ansit Commission, Hull, Qué. (LG, Sept., p. 490).

epresentation vote ordered. The Board has ordered a presentation vote in an application for certification ade by the International Brotherhood of Pulp, Sulite and Paper Mill Workers, Local 574, in respect of a it of employees of Consolidated-Bathurst Limitée, ew Richmond, Bonaventure County, Qué., working in Chaleurs Division at New Richmond, Qué., in the ading and unloading of boats. The Board directed at the name of the applicant, International Brothhood of Pulp, Sulphite and Paper Mill Workers, Local 4, and the name of the presently certified bargaining ent for the unit of employees, Le Syndicat des Travlleurs Forestiers de l'U.C.C. de Gaspé, appear on the llot. The vote is being taken by Mr. M. Archambault, dustrial Relations Officer, in the Montreal office of e Canada Department of Labour (LG, Sept., p. 490).

pplication for certification rejected. Association des nployés de la Commission de Transport, applicant, utaouais Regional Community Transit Commission, ull, Qué., respondent, and Amalgamated Transit nion, Local 0591, intervener. The Board found that e applicant is not a viable trade union (LG, Sept., p. 90).

equest for review granted. The Board directed that a revious Order of Certification issued on June 25, 1953, fecting the Association of Radio and Television Emloyees of Canada and a unit of employees of Canadian roadcasting Corporation, Ottawa, Ont., be amended y deleting therefrom the name of the Association of Radio and Television Employees of Canada and substituting therefor the name of its successor union, the Canadian Union of Public Employees (LG, Oct., p. 543; 1953, p. 1154).

Requests for review received. Syndicat National des Employés de Bureau du Port de Montreal (CNTU) is the applicant in a request for review of the Board's Order of Certification of July 17, 1967, certifying it as the bargaining agent of a unit of office and certain other employees employed by the National Harbours Board, at the Port of Montreal (LG 1967, pp. 247, 642).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, is the applicant in a request for review of the Board's Order of Certification dated February 18, 1972, certifying it as the bargaining agent of a unit of drivers, dockmen and helpers employed at the Montreal Terminal of Continental Express Lines Ltd. (formerly M & P Transport Ltd.), Edmonton, Alta. (LG 1970, pp. 309, 371).

Syndicat National des Employés des Farines Phénix Ltée (formerly Syndicat National des Employés des Minoteries Phénix (CSN)) is the applicant in a request for review of the Board's Order of Certification dated May 13, 1968, certifying it as the bargaining agent of a unit of flour mill employees of Les Farines Phénix Limitée (formerly Les Minoteries Phénix Limitée), Montreal Que. (LG 1968, pp. 411, 480).

Application for revocation of certification granted. The Board granted in part the application for revocation of certification made by Paul Formby, Jack Taylor, Paul Mitchell, et al., concerning the Board's Order of Certification issued on October 28, 1968, certifying United Steelworkers of America, Local 564 and Local 925, as the bargaining agent of a unit of employees of Cassiar Asbestos Corporation Limited, Toronto, Ont., employed at its Clinton Mine, Clinton Creek, Y.T., and in its Transport Division based at Whitehorse, Y.T. The Board found that the majority of employees at the Clinton Mine, who are represented by Local 564, supported the application, but that the employees in the Transport Division, who are represented by Local 925, did not support it. Accordingly, the Board decided to proceed under section 163(2) of the Canada Labour Code (Part V—Industrial Relations) to vary the Order of Certification by deleting therefrom all reference to Local 564,

Clinton Mine, and the classifications of the employees employed thereat (LG, Aug., p. 438; 1968, p. 342; 1969, p. 32).

Application for revocation of certification rejected. The Board directed that the application for revocation of certification affecting Robert L. Rickwood, et al., applicants, Seafarers' International Union of Canada, respondent union, and The Pelee Shipping Company Limited, St. Thomas, Ont., respondent employer, be rejected. In the opinion of the Board, the failure of the applicants to appear at the hearing held by the Board amounted to abandonment of the application (LG, Sept., p. 489; 1971, p. 548).

Applications for certification received. Communication Workers of Canada, Local 6, on behalf of a unit of employees of Northern Telephone Limited, New Liskeard, Ont. (Investigating Officer: M. K. Carson).

Seafarers' International Union of Canada on behalf of a unit of employees of Cooperative de Transport Maritime et Aérien, Cap-aux-Meules, Ile-de-la-Madeleine, Qué. (Investigating Officer: S. T. Payne).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Vanmarnel Construction Company Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

International Association of Machinists and Aerospace Workers on behalf of a unit of baggage handlers employed by Wardair Canada Ltd., Edmonton, Alta. (Investigating Officer: G. W. Rogers).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Dawson Construction Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Ed's Construction Yukon Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

The Association of Employees of Grey Goose Bus Line Ltd., Thiessen Bus Lines Ltd., and Red River Motor Coach Lines Ltd., on behalf of a unit of maintenance and express employees employed by Grey Goose Bus Lines Ltd., Winnipeg, Man. (Investigating Officer: A. J. Koppel).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Herschel Construction Company Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Karlsen Shipping Co. Ltd., Halifax, N.S., aboard its vessels "Brandal" and "Minna" (Investigating Officer: R. L. Kervin).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of trucking employees employed in the Yukon Territory by Art Smith Construction Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck and equipment operators employed by Don's Backhoe Service, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

General Truck Drivers and Helpers Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Les Reichelt Trucking Ltd., Sardis, B.C. (Investigating Officer: G. W. Rogers).

Conciliation

During August the Minister of Labour appointed conciliation officers to deal with the following disputes:

Tank Truck Transport Limited, Rexdale, Ont., and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local Unions 938, 91, 106 and 880 (Conciliation Officer: H. A. Fisher).

Télécable de Québec Inc., Québec, Qué., and Canadian Union of Public Employees (representing salesmen) (Conciliation Officer: G. R. Doucet).

Télécable de Québec Inc., Québec, Qué., and Canadian Union of Public Employees (representing operating employees) (Conciliation Officer: G. R. Doucet).

J. V. Carlson Construction Ltd., Edmonton, Alta., and United Brotherhood of Carpenters and Joiners of America, Local 1325 (representing a unit of carpenters employed in the District of MacKenzie in the Northwest Territories) (Conciliation Officer: George W. Rogers).

Ird Construction Co. Ltd., Edmonton, Alta., and United Brotherhood of Carpenters and Joiners of America, Local 1325 (representing a unit of carpenters employed in the District of MacKenzie in the Northwest Territories) (Conciliation Officer: George W. Rogers).

Settlements by conciliation officers. Larivière Transport Limited, Montebello, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger) (LG, Oct., p. 545).

Alberta Wheat Pool, Vancouver B.C., and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (representing office employees) (Conciliation Officer: D. H. Cameron) (LG, Sept., p. 491).

Cal-Van-Canus Catering Services Limited, Pine Point, N.W.T., and Hotel and Restaurant Employees and Bartenders Union, Local 579 (Conciliation Officer: George W. Rogers) (LG, Sept., p. 491).

Conciliation board appointed. Lakehead Harbour Commission, Thunder Bay, Ont., and Lakehead Harbour Police Association (LG, July, p. 377).

Conciliation boards fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Kent Line Limited, Saint John, N.B., and Seafarers' International Union of Canada (LG, Oct., p. 545) was fully constituted with the appointment of Lorne O. Clarke of Truro as chairman. Mr. Clarke was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Arthur J. Meagher, Q.C., Halifax and union nominee Bernard Boulanger, Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Midland Superior Express Limited, Calgary, Alta., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local Unions 362 and 979 (LG, Sept., p. 493) was fully constituted with the appoint-

ment of D. C. McDonald of Edmonton as chairman. Mr. McDonald was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Thomas A. Johnstone, West Vancouver and union nominee Lyle Tackaberry, Calgary.

The Board of Conciliation and Investigation established to deal with a dispute between National Harbours Board, Port of Montréal, and Seafarers' International Union of Canada (LG, Sept., p. 493) was fully constituted with the appointment of Roland Tremblay of St-Jean, Qué. as chairman. Mr. Tremblay was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Robert Hénault and union nominee Bernard Boulanger, both of Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Hudson-Yukon Mining Co. Limited (employees in the Yukon Territory) and Tunnel and Rock Workers' Local 168, Labourers' International Union of North America (LG, Sept., p. 493) was fully constituted with the appointment of Prof. Joseph C. Smith of Vancouver as chairman. Prof. Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. B. Monk, Q.C., Winnipeg and union nominee Angus Cameron, Vancouver.

The Board of Conciliation and Investigation established to deal with a dispute between Transair Limited, Winnipeg International Airport and Canadian Air Line Flight Attendants' Association (LG, Sept., p. 493) was fully constituted with the appointment of Roy A. Gallagher, Q.C. of Winnipeg as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee W. R. DeGraves, Q.C., and union nominee E. Shewchuck, both of Winnipeg.

The Board of Conciliation and Investigation established to deal with a dispute between MacKays Transport Company Ltd., Lloydminster, Alta., and General Teamsters, Local 362 (LG, Oct., p. 546) was fully constituted with the appointment of T. H. Miller of Edmonton as chairman. Mr. Miller was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Roy William Johns, Lloydminster and union nominee Lawrence LeClair, Edmonton.

Conciliation board reports received. British Columbi Maritime Employers' Association, and Internation Longshoremen's and Warehousemen's Union - Can dian Area (LG, Oct., p. 546). (Full text appears in Su plement No. 5, 1972).

United Grain Growers Limited; Saskatchewan Whe Pool; Alberta Wheat Pool; Burrard Terminals Limite Pacific Elevators Limited, Vancouver, B.C., and Grai Workers Local 333, International Union of Unite Brewery, Flour, Cereal, Soft Drink and Distillery Wor ers of America (LG, July, p. 379). (Full text appears i Supplement No. 5, 1972).

Canada Steamship Lines Limited, Montréal, Qué., an Brotherhood of Railway, Airline and Steamship Clerk Freight Handlers, Express and Station Employees (L Oct., p. 546). (Full text appears in Supplement No. 1972).

Settlement reached after conciliation board procedur Boyd's Express Ltd.; Central Truck Lines Ltd., and S John's Iberville Transport, Montréal, Qué., and Tran port Drivers, Warehousemen and Helpers Union, Loc 106 (LG, Oct., p. 546).

Dispute in which conciliation board not appointed. Ko dyban Transport Ltd., Edmonton, Alta., and Gener Teamsters, Local 362 (LG, Sept., p. 491).

Strike action. British Columbia Maritime Employer Association, and International Longshoremen's an Warehousemen's Union - Canadian Area (strike com menced August 7 at Port of Vancouver and other por shut down August 23) (Parliament reconvened on Au ust 31 and passed special legislation returning emplo ees back to work) (see above).

Canadian Transit Company, Windsor, Ont., and Tean sters, Chauffeurs, Warehousemen and Helpers, Loc 880 (strike commenced August 28) (LG, Oct., p. 546).

Publications in the library

List No. 283

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the numeral of the item and the month listed when requesting loans.

Cape Breton Island

No. 1—People's History. The people's history of Cape Breton. Halifax, 1971. 47 p. Concerns labour conditions on Cape Breton Island.

Civil Service

No. 2—Ontario. Committee on Government Productivity. The management of government: a re-appraisal. [Toronto, Queen's Printer, 1971?] 11 p.

Collective bargaining

No. 3—De Menil, George. Bargaining: monopoly power versus union power. Cambridge, Mass., M.I.T. Press, 1971. xii, 123 p.

No. 4—Loewenberg, J. Joseph, comp. Collective bargaining in Government: readings and cases by J. Joseph Loewenberg and Michael H. Moskow. Englewood Cliffs, N.J., Prentice-Hall, 1972. xiv, 362 p.

No. 5—Woods, Noel S. Free or compulsory collective bargaining; New Zealand at the crossroads. Honolulu, University of Hawaii, Industrial Relations Center, 1971. 15 p.

Conferences

No. 6—Colloque: Relations industrielles. 1er, Université de Montréal. Les unités de négociations, par Fernand Morin [et autres, Montréal] Département des relations industrielles, Université de Montréal, 1969. 84 p. Sur la couverture: Premier Colloque relations industrielles 1969-70. Le colloque a été réparti sur trois jours: 4 nov. 1969, 4 déc. 1969 et 15 janv. 1970.

No. 7—Conference on Maximizing Productivity Improvement of Hourly Workers, Atlanta, Ga., 1971. Proceedings. Atlanta, Ga., Georgia Institue of Technology, Industrial Management Center, 1971. xii, 170 p. The conference, sponsored by Industrial Management Center, Georgia Institute of Technology and Employee Relations Institute, College of Business Administration, University of Georgia, was conducted by Department of Continuing Education, Georgia Institute of Technology and held on June 15-16, 1971.

No. 8—International Labour Conference. 56th, Geneva, 1971. Record of proceedings. Geneva, International Labour Office, 1971. 825 p.

No. 9—International Labour Organization. Joint Committee on the Public Service. Report of the First Session, Geneva, March-April, 1971. Geneva, 1971. 1 v. (various pagings).

No. 10—National Conference on Collective Negotiations in Higher Education, City University of New York, 1970. Collective negotiations in higher education: a symposium (In Wisconsin law review, vol. 1971, no. 1).

No. 11—White House Conference on Youth. 1st, Estes Park, Colo., 1971. Report. Washington, GPO, 1971. iii, 310 p.

Employment management

No. 12—Archer, E. L. Employee plans and retirement plans under Canadian tax reform. Don Mills, CCH Canadian Ltd., 1972. 60 p.

No. 13—U.S. Social and Rehabilitation Services. Work measurement and work simplification; design for organization, implementation and management of a work study program. Washington, U.S. Department of Health. Educational Welfare. Social and Rehabilitation Service, Assistance Payments Administration, 1972. 1 v. (various pagings).

Industrial relations

No. 14—Buchan, Alasdair. The right to work; the story of the Upper Clyde confrontation. With an introduction by the Rt. Hon. Harold Wilson. London, Calder and Boyars, 1972. 160 p. Deals with an industrial dispute at the Upper Clyde Shipbuilders Ltd.

No. 15—Garman, Phillips L. Grievance arbitration manual. Champaign, Ill., University of Illinois, Institute of Labor and Industrial Relations, 1972. 103 p.

No. 16—Stein, Leon, comp. The management of work ers; selected arguments. Edited with an Introduction b Leon Stein and Philip Taft. New York, Arno, 1971. 1 (various pagings). Contents: The personal relation in in dustry, by J. D. Rockefeller, Jr., 1917. The new lead ership in industry, by S. A. Lewisohn, 1926. Manage ment and the worker: technical vs. social organizatio in an industrial plant, by F. J. Roethlisberger and W. Dickson, 1934. What organized labor expects of man agement, by G. Meany, 1956. What management ex pects of organized labor, by C. R. Sligh, 1956.

Job training programs

No. 17—Ontario. Department of Labour. Research Branch. Characteristics of graduates and dropouts fro government-sponsored on-the-job training pro grammes, by H. Richard Hird and Alan T. Strang. To ronto, 1972. 34 p.

Labour laws and legislation

No. 18—Major labor-law principles established by th NLRB and the courts (December 1964-February 1971 Washington, Bureau of National Affairs, inc. [c197 i.e., 1969, 1970]. vii, 137 p.

No. 19—U.S. Bureau of Labor Statistics. Labor law an practice in Norway. Washington, GPO, 1972. 84 p.

No. 20—U.S. Congress. Senate. Committee on Labo and Public Welfare. Subcommittee on Labor. Propose equal employment opportunities enforcement act 1971: S.2515, S.2617, and H.R. 1746; bill texts, section by-section analysis, changes in existing law, comparisc of bills introduced. Washington, GPO, 1971. 131 p. A head of title: Ninety-second Congress, first sessio Committee print.

No. 21—U.S. Department of Labor. Division of Publ Employee Labor Relations. Summary of state polic regulations for public sector labor relations: statutes, a torney generals' opinions and selected court décision Washington, GPO, 1971. 39 p.

Labour supply

No. 22—New Zealand. Monetary and Economic Council. Inflation and the labour market. Wellington, N.Z., Government Printer, 1971. 146 p.

No. 23—U.S. Bureau of Labor Statistics. Geographic profile of employment and unemployment, 1971. Washington, GPO, 1972. 24 p.

No. 24—U.S. Social and Rehabilitation Service. Overview study of the dynamics of worker job mobility. Washington, GPO, 1971. ix, 182 p.

Labouring classes

No. 25—Bon, Frédéric. Classe ouvrière et révolution par Frédéric Bon et Michel-Antoine Burnier. Paris, Éditions du Seuil, c1971. 155 p.

No. 26—Fine, Martin. Toward corporatism: the movement for capital-labor collaboration in France, 1914-1936. Ann Arbor, University Microfilms, 1972. 333 p. Thesis (Ph.D)—University of Wisconsin. 1971.

No. 27—Labour Council of Metropolitan Toronto. Toronto Trades Assembly, 1871-1971. [Toronto, 1971?] 40 p.

No. 28—Martin, Albert Abner. Toward a new theory of the labor movement. Ann Arbor, University Microfilms, 1972. iv, 253 p. Thesis (D.S.S.)—Syracuse University, 1962.

Minorities

No. 29—Craft, James A. Negroes in large municipal fire departments: a labor market analysis. Lafayette, Ind., Purdue University, Herman C. Krannert Graduate School of Industrial Administration, 1971. 18, 10 p.

No. 30—Davis, Morris. The other Canadians; profiles of six minorities, by Morris Davis and Joseph F. Krauter. Toronto, Methuen, 1971. ix, 132 p.

No. 31—Indian-Eskimo Association of Canada. Native rights in Canada. Co-editors: Peter A. Cumming, Neil H. Mickenberg. Associate editors: Kevin R. Aalto [and others] 2nd ed. Toronto, Indian-Eskimo Association of Canada in association with General Pub. Co. Ltd., 1972. xxiv, 352 p.

Occupations

No. 32—U.S. Bureau of Labor Statistics. Occupational outlook handbook, 1972-73 edition. Washington, GPO, 1972. 879 p.

Scientists

No. 33—U.S. Bureau of Labor Statistics. Scientific and technical personnel in industry, 1969. Washington, GPO, 1972. 35 p.

Social conditions

No. 34—Boydell, Craig Lee, ed. Critical issues in Canadian society, edited by Craig L. Boydell, Carl F. Grindstaff and Paul C. Whitehead. Toronto, Holt, Rinehart and Winston of Canada, 1971. 597 p.

No. 35—Williams, Walter. Social policy research and analysis; the experience in the federal social agencies. New York, American Elsevier Publishing Co., 1971. xv, 205 p.

Statistics

No. 36—Frankel, Martin R. Inference from survey samples; an empirical investigation. Ann Arbor, Institute for Social Research, University of Michigan, 1971. x, 173 p.

No. 37—Treml, Vladimir Guy, ed. Soviet economic statistics. Vladimir G. Treml and John P. Hardt, editors. Durham, N.C., Duke University Press, 1972. vii, 457 p.

Technology

No. 38—Schwartz, Eugene S. Overskill; the decline of technology in modern civilization. Chicago, Quadrangle Books, 1971. x, 338 p.

No. 39—Sonny, Jacob. Technological change in the U.S. machine tool industry, 1947-1966. Ann Arbor, University Microfilms, 1972. x, 224 p. Thesis (Ph.D.)—New School for Social Research, 1971.

Transportation

No. 40—Shepherd, Allen LaVerne. Federal railway labor policy, 1913-1926. Ann Arbor, University Microfilms, 1972. xii, 355 p. Thesis (Ph.D.)—University of Nebraska, 1971.

No. 41—American Federation of Labor and Congress of Industrial Organizations. Maritime Trades Department. Transportation: American's challenge; a report prepared for the AFL-CIO Maritime Trades Department, Executive Board Meeting, February 10-11, 1972. [Washington? 1972] 64, iv p.

Unemployment

No. 42—Levine, Louis. The role of unemployment insurance in national manpower policies. Kalamazoo, Mich. W.E. Upjohn Institute for Employment Research, 1972. ix, 37 p.

No. 43—The unemployment-inflation dilemma: a manpower solution, by Charles C. Holt [and others] Washington, Urban Institute, 1971. 112 p.

Wage differentials

No. 44—U.S. Bureau of the Census. Differences between incomes of white and Negro families by work experience of wife and region: 1970, 1969, and 1959. Washington, GPO, 1971. 15 p.

Wage policies

No. 45—Estey, Marten S. Wages, wage policy and infla tion, 1962-1971. Washington, American Enterprise In stitute for Public Policy Research, 1971. 42 p.

No. 46—Haberler, Gottfried. Incomes policies and infla tion; an analysis of basic principles. With a prologue o the new economic policy of August 1971. Washingto American Enterprise Institute for Public Policy Re search, 1971. 41 p.

No. 47—Moore, Thomas Gale. U.S. incomes policy, i rationale and development. Washington, American En terprise Institute for Public Policy Research, c1971. 3 p.

Wages and hours

No. 48—U.S. Bureau of Labor Statistics. Employmen and earnings, states and areas, 1939-70. Washingto GPO, 1972. 646 p.

Women—employment

No. 49—McAllester, Susan, comp. A case for equit women in English departments. Urbana, Ill., Nation Council of Teachers of English, 1971. viii, 94 p. The a ticles in this collection appeared originally in Colle English, an official journal of the National Council Teachers of English.

Miscellaneous

No. 50—Badgley, John. Asian development: problem and prognosis. New York, Free Press, 1971. xiv, 210 p.

abour statistics

ncipal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
TAL CIVILIAN LABOUR FORCE*				
Week ended August 19, 1972		9,274	— 1.0	+ 3.4
Employed	August	8,771	— 0.6	+ 3.0
Agriculture	"	570	— 0.2	— 8.4
Non-agriculture	"	8,201	—0.6	+ 3.9
Paid workers	"	7,687	— 0.5	+ 4.0
At work 35 hours or more	"	6,416	+ 9.2	+ 1.3
At work less than 35 hours	"	1,053	+ 1.3	— 2.5
Employed but not at work	"	1,302	— 31.8	+ 17.6
Unemployed	"	503	— 7.4	+ 10.5
Atlantic	"	52	— 8.8	+ 10.6
Québec	"	187	— 5.6	+ 12.7
Ontario	"	146	— 9.3	+ 4.3
Prairie	"	56	— 3.4	+ 9.8
British Columbia	"	62	— 10.1	+ 21.6
Without work and seeking work	"	482	— 7.7	+ 10.3
On temporary layoff up to 30 days		21	—	+ 16.7
IDUSTRIAL EMPLOYMENT (1961 = 100)†	May	130.5	+ 2.6	+ 1.6
Manufacturing employment (1961 = 100)†	"	124.6	+ 2.0	+ 1.6
MMIGRATION	1st 6 mths. 1972	54,313	—	— 8.2
Destined to the labour force	"	27,113	—	— 12.3
TRIKES AND LOCKOUTS				
Strikes and lockouts	July	106	— 9.4	— 7.0
No. of workers involved	"	92,102	— 22.3	+ 137.4
Duration in man days	"	1,162,030	— 3.9	+ 255.7
ARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	May	147.29	— 0.3	+ 8.4
Average hourly earnings (mfg.)†	"	3.51	+ 0.3	+ 7.3
Average weekly hours paid†	"	39.8	— 1.2	+ 0.8
Consumer price index (1961 = 100)	"	135.5	— 1.1	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	5.5	— 1.1	+ 3.8
Total labour income (millions of dollars)†	"	4,719.0	+ 3.4	+ 9.5
NDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	July	193.9	— 0.1	+ 6.2
Manufacturing	"	191.6	+ 0.4	+ 7.2
Durables	"	218.6	+ 1.8	+ 8.6
Non-durables	"	170.3	— 0.9	+ 5.9
EW RESIDENTIAL CONSTRUCTION**				
Starts	July	19,635	— 10.3	—
Completions	"	13,225	— 23.1	—
Under construction	"	159,583	+ 4.2	—

Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
Advance data.
Preliminary.
Centres of 10,000 population or more.

Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department o Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables i this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reporte on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Work ers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Strikes and Lockouts, 1967-1972

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Yea: Strikes and Lockout	Workers Involved	Duration in Man-Day: Man-Days	Per Cent o Estimate Workin Tim
1967	498	522	252,018	3,974,760	0
1968	559	582	223,562	5,032,730	0
1969	566	595	306,799	7,751,880	0
1970	503	542	261,706	6,539,560	0
†1971	547	569	239,631	2,866,590	0
†1971—July	48	114	38,790	326,680	0
August	63	126	28,767	369,510	0
September	40	118	28,021	286,600	0
October	38	101	36,673	316,470	0
November	46	94	20,240	232,810	0
December	27	81	14,171	152,590	0
†1972—January	39	80	16,967	133,640	0
February	35	78	28,153	239,330	0
March	40	89	231,680	370,120	0
*April	38	94	232,706	1,812,570	1
*May	50	107	62,198	1,026,810	0
*June	55	117	118,587	1,209,780	0
*July	36	106	92,102	1,162,030	0

* Preliminary. †Revised

Strikes and Lockouts, July, 1972, by Industry, (Preliminary)

Industry	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	1	800	16,000
Mines	4	10	9,965	157,710
Manufacturing	19	56	46,466	508,550
Construction	7	12	17,603	213,670
Transportation and utilities	1	7	15,620	243,900
Trade	1	8	476	7,190
Finance	—	—	—	—
Service	3	9	1,144	14,820
Public administration	1	3	28	190
ALL INDUSTRIES	36	106	92,102	1,162,030

Strikes and Lockouts, July, 1972, by Jurisdiction (Preliminary)

Jurisdiction	Number Beginning During Month	In Effect During Mont: Strikes and Lockouts	Workers Involved	Man Day
Newfoundland	3	6	4,299	68,68
Prince Edward Island	—	—	—	
Nova Scotia	1	4	240	2,29
New Brunswick	1	1	294	5,29
Québec	7	29	6,055	104,95
Ontario	18	35	26,257	367,27
Manitoba	1	4	638	12,53
Saskatchewan	—	6	1,631	25,88
Alberta	—	1	125	1,75
British Columbia	4	17	49,223	556,47
Federal	1	3	3,340	16,92
ALL JURISDICTION	55	106	92,102	1,162,03

Strikes and Lockouts Involving 100 or More Workers, July, 1972, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Results
Forestry						
Forest Industrial Relations, Coast-wide, B.C.	Woodworkers (AFL-CIO/CLC)	800	16,000	56,400	Apr. 17 —	Workers want to equalize earnings in all camps—
Mines						
METAL						
Québec Iron & Titanium Corp., Havre St. Pierre, Qué.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	250	1,750	8,000	May 29 July 12	Wages. working conditions— $1.30 an hr. wage increase; isolation and remote area premiums, 3 weeks vacation after 1 year, 4 weeks after 5 years, 5 weeks after 15 years.
Iron Ore Co. of Canada, Labrador City, Nfld.	Steelworkers Loc. 5795 & 6731 (AFL-CIO/CLC)	2,085	43,790	66,730	June 16 —	Wages, other benefits—
Iron Ore Co. of Canada, Schefferville, Qué.	Steelworkers Loc. 5567 (AFL-CIO/CLC)	850	17,850	26,350	June 17 —	Wages, working conditions, pension plan—
Québec Cartier Mining, Gagnon and Port Cartier, Qué.	Steelworkers Loc. 5778 (AFL-CIO/CLC)	1,250	26,250	37,500	June 20 —	Wages, working conditions, pension plan—
Lornex Mining Corp., Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	8,000	8,000	July 3 —	Hours of work—
Heath Steele Mines Ltd., Little River, N.B.	Steelworkers Loc. 5319 (AFL-CIO/CLC)	294	5,290	5,290	July 6 —	Wages—
Wabush Mines, Wabush, Nfld.	Steelworkers Loc. 6285 (AFL-CIO/CLC)	592	10,570	10,570	July 7 —	Wages, job classifications—
Cominco Ltd., Trail, Kimberley and Benson, Lake, B.C.	Steelworkers various locals (AFL-CIO/CLC)	4,000	40,000	40,000	July 8 July 24	Wages, fringe benefits—First year wage increase ranged 35¢-40¢ per hr., second year 25¢-35¢ per hr.; other improved benefits.
NON-METAL						
Cominco Potash, Vanscoy, Sask.	Steelworkers Loc. 7552 (AFL-CIO/CLC)	202	4,040	9,290	May 26 July 31	Alleged breakdown in negotiations—25¢ per hr. increase across the board, shift differential increases.
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,200	17,290	May 26 —	Wages, hours—

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Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Results
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1523 (AFL-CIO/CLC)	357	7,740	13,390	June 9	Wages, hours, overtime pa paid holidays–
General Foods Ltd., Cobourg, Ont.	Food Workers Loc. P1230 (AFL-CIO/CLC)	800	16,000	22,400	June 21	Wages–
Québec Poultry Co. Ltd., Saint-Jean-Baptiste de Rouville, Qué.	Commerce Employees (CNTU)	450	6,300	6,300	July 4 July 24	Wages, hours, the right to r fuse work on weekends–Wa increases, other improvements.
TEXTILES						
Brinton Carpets, Lindsay, Ont.	Textile Workers' Union Loc. 1381 (AFL-CIO/CLC)	264	3,170	3,170	July 14	Wages–
WOOD						
Fourteen firms wood industry, Québec, Qué.	Building and Woodworkers' Federation (CNTU)	300	6,300	12,300	June 5 –	Wages, vacations, holidays–
Forest Industrial Relations, Various locations, British Columbia	Woodworkers various locals (AFL-CIO/CLC)	28,000	280,000	616,000	June 15 July 17	Wages other benefits–73¢ an h wage increase over a 2-yr. perio
Weyerhaeuser Canada Ltd. & Balco Forest Products, Vavenby, Kamloops and Heffley Creek, B.C.	Woodworkers Loc. 1-417 (AFL-CIO/CLC)	720	2,040	2,040	July 7 July 12	Wages, working condition other matters–Return of worke
Interior Forest Labour Relations Assoc., Southern interior, B.C.	Woodworkers various locals (AFL-CIO/CLC)	6,317	44,220	44,220	July 13 July 22	Wages, hours, 7-day operation Wage increases in a 2-yr. agre ment.
FURNITURE AND FIXTURES						
Sunar Industries, Montreal, Qué.	Building and Woodworkers' Federation (CNTU)	150	2,400	5,100	June 7 July 24	Not reported–Not reported.
PAPER						
Prince Albert Pulp Company, Prince Albert, Sask.	Pulp and Paper Mill Workers Loc. 403 (AFL-CIO/CLC)	326	3,260	5,540	June 22 July 17	Wages, other matter–Appro imately 10% wage increa across the board.
PRINTING AND PUBLISHING						
The Regina Employing Printers Association, Regina, Sask.	Various unions	130	1,170	5,590	May 15 July 17	Wages–19.8% wage increase Feb. 14, 1974 for journeym 30% wage increase to Feb. 1974 for journeywomen; 4 wee vacation after 22 years as of Fe 14, 1973, other improvements.

Strikes and Lockouts Involving 100 or More Workers, July, 1972, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Results
PRIMARY METALS						
Canadian Reynolds Metals Ltd., Baie Comeau, Qué.	Metallurgists Miners and Chemical Workers Federation (CNTU)	960	20,160	24,960	June 23 –	Wages, isolation pay–
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	100	150	150	July 17 July 18	Alleged disciplinary action against one moulder employee– Return of workers when the union accepted the Company's disciplinary directive.
METAL FABRICATING						
Schlage Lock. Co. of Canada Ltd., Vancouver. B.C.	Machinists Loc. 692 (AFL-CIO/CLC)	126	2,650	5,920	May 28 –	Not reported–
Manitoba Bridge and Engineering Works, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	275	5,500	11,550	June 1 –	Wages, hours, fringe benefits–
Dominion Bridge Co. Ltd., Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	283	5,660	7,080	June 26 –	Wages, fringe benefits–
Westeel-Rosco Ltd., Metro Toronto, Ont.	Steelworkers (AFL-CIO/CLC)	250	4,000	4,000	July 7 July 28	Not reported–Not reported.
Niagara Wire Weaving Co. Limited, Niagara Falls, Ont.	Steelworkers Loc. 4528 (AFL-CIO/CLC)	141	350	350	July 17 July 20	Delayed negotiations in a new contract–Return of workers.
Locweld &Forge Products Ltd., Montreal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	320	1,600	1,600	July 25 –	Not reported–
MACHINERY						
C-E Natco Limited, Calgary, Alta.	Boilermakers Loc. 392 (AFL-CIO/CLC)	125	1,750	2,750	June 21 July 24	Wages, length of contract–Not reported.
Cooper Bessemer of Canada Ltd., Stratford, Ont.	Machinists Loc. 103 (AFL-CIO/CLC)	175	3,100	3,100	July 5 July 31	Wages–25¢ an hr. increase retroactive Apr. 16, 1972, 10¢ Jan. 1, 1973, 20¢ Apr. 1973, 20¢ Apr. 1974; other improved benefits.
TRANSPORTATION EQUIPMENT						
De Havilland Aircraft of Canada Ltd., Downsview, Ont.	Auto Workers Loc. 112 (CLC)	911	18,220	122,980	Jan. 20 –	Wages, other matters–
Gidon Industries Ltd., Rexdale, Ont.	Steelworkers Loc. 5482 (AFL-CIO/CLC)	232	3,480	19,250	Mar. 27 July 24	Wages, vacation, seniority, other improvements–Wage increases, other benefits.
Lanark Manufacturing Company, Dunnville, Ont.	Auto Workers Loc. 1383 (CLC)	710	14,200	29,110	June 2 July 27	Breakdown in negotiations–38¢ an hr. wage increase over 3-yr. contract.
Fabtech Division Bundy of Canada, Hespeler, Ont.	Auto Workers Loc. 1352 (CLC)	225	2,930	2,930	July 5 July 24	Wages–60¢ an hr. wage increase, 21¢ an hr. cost of living bonus over a 3-yr. period.

Strikes and Lockouts Involving 100 or More Workers, July, 1972, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Results
Gould Manufacturing of Canada Ltd., St. Thomas, Ont.	Machinists Loc. 1975 (AFL-CIO/CLC)	500	500	500	July 29	Wages, fringe benefits—
ELECTRICAL PRODUCTS						
G.T.E. Lenkurt Electric Canada Ltd., Burnaby, B.C.	I.B.E.W. Loc. 264 (AFL-CIO/CLC)	334	1,670	13,030	May 15 July 8	Wages, other benefits—19.9 wage increase, other improv benefits.
General Freezer Ltd., Woodbridge, Ont.	Steelworkers (AFL-CIO/CLC)	120	960	960	July 5 July 17	Not reported—Not reported.
NON-METALLIC MINERAL PRODUCTS						
Domtar Construction Materials Ltd., Delson, Qué.	Chemical Workers Loc. 602 (CLC)	100	2,100	6,500	Apr. 29 –	Wages, management rights, oth matters—
Cegelec Industrie Inc., La Prairie, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	170	3,570	9,860	May 10	Delayed negotiations in a n contract—
Pilkington Brothers Canada Ltd., Scarborough, Ont.	Glass and Ceramic Workers Loc. 295 (AFL-CIO/CLC)	685	13,700	23,980	June 12 –	Seniority, sick pay—
Exolon Company of Canada, Thorold, Ont.	Chemical Workers Loc. 582 (CLC)	169	340	340	July 20 July 21	Alleged grievances—Return workers
CHEMICAL PRODUCTS						
DuPont of Canada Ltd., Maitland, Ont.	Chemical Workers Loc. 536 (CLC)	535	10,700	34,240	May 1 –	Wages—
Construction						
Construction Labour Relations Assoc., Province-wide, B.C.	Various Building Trade Unions	8,500	161,500	985,000	Apr. 28 July 31	Wages—Wage increase of $1.0 per hr. varying base rates acc ding to trade; oth improvements.
The Saskatchewan Construction Association Labour Relations Council, Various locations, Saskatchewan	Bricklayers Loc. 1 (AFL-CIO/CLC)	450	9,450	20,480	May 29	Wages—
Saskatchewan Construction Association, Saskatoon, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	500	7,500	10,500	June 23 July 25	Wages—Wage increases, oth improvements.

trikes and Lockouts Involving 100 or More Workers, July, 1972, (Preliminary)

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Toronto Construction Association (Representing 125 contractors) Metro Toronto, Ont.	Carpenters (AFL-CIO/CLC)	4,000	20,000	20,000	July 17 July 24	Hours of work—Wage increase over 3-yr. agreement; improved fringe benefits, reduction in hours from 40 to 37½ May 1973.
Procon (Great Britain) Ltd., Come by Chance, Nfld.	Various unions	1,100	4,950	4,950	July 19 July 26	Alleged dispute over firing of 40 workers—Return of workers.
Toronto Construction Association, Metro Toronto, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	1,000	6,000	6,000	July 24 —	Wages, other benefits—
Kingston Construction Association, Kingston area, Ont.	Labourers Loc. 247 (AFL-CIO/CLC)	103	620	620	July 24 —	Wages—
Sault Ste. Marie Builders Exchange Sault Ste. Marie, Ont.	Labourers Loc. 1036 (AFL-CIO/CLC)	300	900	900	July 27 —	Wages, vacation pay—
Masonry Contractors Association of Toronto, Metro Toronto, Ont.	Bricklayers (AFL-CIO/CLC)	1,500	1,500	1,500	July 31 —	Wages, fringe benefits—
Transportation and Utilities						
TRANSPORTATION						
*Maritime Employers Assoc., Montreal, Trois Rivières, & Québec City, Qué.	I.L.A. Locs. 375, 1846 & 1739 (AFL-CIO/CLC)	3,275	16,380	127,850	May 12 July 10	Interpretation of new contract regarding size of gangs—Return of workers when Parliament legislated back-to-work order.
Metropolitain Provincial (1967) Inc., Montreal, Qué.	Public Service Employees' Federation (CNTU)	200	1,430	2,030	June 28 July 11	Alleged failure to honour contract—Return of workers, following intervention of the mediator
POWER, GAS AND WATER						
Ontario Hydro, (Rotating), Province-wide, Ont.	Public Employees Loc. 1000 (CLC)	12,000	223,790	242,790	June 25 —	Wages, job security, working conditions—

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Trade						
Paquet Inc., Québec, Qué.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	200	3,600	3,600	July 6 —	Wages, security of employment–
Service						
HEALTH AND WELFARE						
St. Rita Hospital, Sydney, N.S.	Registered Nurses Staff Association	183	1,830	4,050	June 15 July 14	Changes in wage classificatio schedule—Return of nurses whe agreement reached.
Toronto Western Hospital, Toronto, Ont.	Canadian Union of General Employees	675	9,640	9,640	July 12 —	Job classification, sick leav hours–
SERVICES TO BUSINESS						
Brink's Canada, Toronto, Ont.	Teamsters Loc. 419 (Ind.)	120	1,080	3,000	June 9 July 17	Not reported–Not reported.

*Federal jurisdiction.

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orking Mothers and Their Child-Care Arrangements. A statistical udy of the number of working mothers, their work patterns, earnings d occupations; the number and ages of the children of working others; and the child-care arrangements of working mothers by their ork patterns, occupations and earnings. 1970. (English or French). ree.

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